

CAUT ACPPU BULLETIN

Canada's Voice for Academics
La voix des universitaires du Canada

VOL 57 | NO 2 | FEBRUARY 2010 FÉVRIER | CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS | ASSOCIATION CANADIENNE DES PROFESSEURES ET PROFESSEURS D'UNIVERSITÉ

CAUT Objects to Google Books Deal



Ottawa copyright lawyer David Fewer finds search giant Google's ambition to build digital libraries seriously flawed.

CAUT has filed a brief with the U.S. District Court in New York, raising several objections to a settlement reached late last year in the long-running Google Books lawsuit.

The court action taken against Google in 2005 by plaintiff groups of U.S. authors and publishers claimed Google's efforts to create a collection of digital books violated copyright.

The settlement now on the table envisages a \$125 million payment plus a share of future

royalties to authors, publishers and their lawyers in exchange for Google's right to digitize a vast array of works and make them commercially available.

"There's just so much wrong with the deal, it's hard to know where to start," says David Fewer, an intellectual property and technology lawyer and director of the Canadian Internet Policy and Public Interest Clinic at the University of Ottawa.

Fewer, who worked closely with CAUT in drafting its objection, says the proposed settlement, among other things, contravenes international copyright law and international trade agreements, interferes with the moral rights of Canadian authors, fails to reflect the open communication values of academic authors and undermines privacy.

Concerns about the settlement agreement are widespread.

Pamela Samuelson, director of the Berkeley Center for Law & Technology, has come out against the agreement, pointing out in a letter of objection with 150 co-signatories that the litigants "have interests and preferences that dramatically diverge from those of many rights-holders who were not at the negotiating table, including academic authors."

The U.S. Department of Justice has intervened, citing a host of concerns it has with the document and objections have also been filed by consumer protection groups, international publishers, U.S. and international author groups, literary agents, individual authors, the governments of France and Germany, several U.S. states and library associations.

A fairness hearing by the judge overseeing the case to determine which elements of the settlement will be approved is set for Feb. 18.

ON THE NET

A copy of CAUT's objection is available at www.caut.ca/uploads/CAUT_Google_Settlement.pdf.

Academic Freedom Fund Donors

Faculty Associations

University of New Brunswick (AUNBU) \$50,000
University of Guelph (UGFA) \$25,725
Saint Mary's University (SMUFA) \$25,600
Cape Breton University (CBUFA) \$11,000
University of Victoria (UVicFA) \$32,000
McMaster University (MUFA) \$25,000
Mount Saint Vincent University (MSVUFA) \$14,720
University of Waterloo (FAUW) \$25,000
University of Calgary (TUCFA) \$62,040
Association of Nova Scotia University Teachers \$1,000
University of Regina (URFA) \$10,000
Mount Allison University (MAUFA) \$18,000
University of Winnipeg (UWFA) \$8,000
Algoma University (AUFA) \$1,000
Federation of Post-Secondary Educators of B.C. \$10,000
Queen's University (QUFA) \$25,000
McGill University (MAUT) \$20,000
NSCAD University (FUNSCAD) \$1,000
Canadian Military Colleges (CMCFA) \$12,000
Athabasca University (AUFA) \$10,000
Memorial University of Newfoundland (MUNFA) \$35,290
Manitoba Organization of Faculty Associations \$1,000
Acadia University (AUFA) \$23,400
Université de Moncton (ABPUM) \$13,300
University of Toronto (UTFA) \$100,000
Brandon University (BUFA) \$10,000
Simon Fraser University (SFUFA) \$10,000
Trent University (TUFA) \$25,000
Brock University (BUFA) \$10,000
University of Prince Edward Island (UPEIFA) \$4,000
University of Saskatchewan (USFA) \$24,000
University of Manitoba (UMFA) \$59,500
St. Francis Xavier University (SFXFAUT) \$25,000
Augustine University College (AUCA) \$3,000
University of Lethbridge (ULFA) \$3,560
Laurentian University (LUFA) \$8,000
Bishop's University (APBU) \$7,500
Dalhousie University (DFA) \$35,000
St. Thomas University (FAUST) \$4,000
Ryerson University (RFA) \$20,000
Wilfrid Laurier University (WLFA) \$25,000
Brescia University College (BFA) \$500
Université Sainte Anne (APBUS) \$2,000
University of Western Ontario (UWFOFA) \$45,000
Université de Sherbrooke (APUHI) \$500
Nipissing University (NUFA) \$2,000
University of Alberta (AASUA) \$32,000
Université de Moncton (ABPUMCS) \$2,750
University of B.C. (UBCFA) \$25,000
University of Northern B.C. (UNBCFA) \$4,500
St. Thomas More College (STMUFA) \$2,000
Atlantic School of Theology (ASTFA) \$5,000
Collège universitaire de Saint-Basile (APCUSB) \$5,500
King's University College (KUCFA) \$4,000
Concordia University (CUFA) \$20,000
Thompson Rivers University (TRUFA) \$7,000
Huron University College (HUCFA) \$1,000
St. Mary's University College (STMUFA) \$410
Capilano University (CFA) \$1,000
Royal Roads University (RRUFA) \$4,000
Université de Moncton (ABPUMCS) \$500

L'ACPPU soulève des objections à l'entente de règlement conclue avec Google Books

L'ACPPU a déposé un mémoire auprès de la Cour de district des États-Unis à New York afin de soulever plusieurs objections à l'accord conclu à la fin de l'an dernier dans le cadre du contentieux Google Books. Un regroupement d'auteurs et d'éditeurs américains avait intenté en 2005 une poursuite contre Google au motif que le projet de bibliothèque numérique de la société californienne violait le droit d'auteur.

Conformément à cet accord, Google consent à verser 125 millions de dollars en droits d'auteur et à partager les revenus générés par son service

avec les auteurs, les éditeurs et leurs avocats en échange du droit de numériser et de commercialiser une vaste collection d'ouvrages.

« Cet accord comporte tellement de lacunes qu'il est difficile de savoir par où commencer », a déclaré David Fewer, avocat spécialiste de la propriété intellectuelle et de la technologie et directeur de la Clinique d'intérêt public et de politique d'Internet du Canada à l'Université d'Ottawa.

Pour M. Fewer, qui a contribué de manière significative à la formulation des objections de l'ACPPU, le projet de règlement pose véritable-

ment problème du fait notamment qu'il contrevient au droit d'auteur international et aux accords commerciaux internationaux, qu'il fait obstacle aux droits moraux des auteurs canadiens, qu'il ne tient pas compte des valeurs de libre communication propres aux auteurs universitaires et qu'il porte atteinte à la vie privée.

L'entente de règlement suscite des préoccupations généralisées.

Pamela Samuelson, directrice du Berkeley Center for Law & Technology aux États-Unis,

Voir GOOGLE BOOKS à la page A2 ➔

The Mortgage Centre
Discount Rates Page A4

FREEDOM TO READ WEEK
21-24 FEBRUARY
WWW.FREEDOMTOREAD.CA

Pledged to Date: \$994,095

CAUT/ACPPU BULLETIN

PUBLISHED BY / PUBLIÉ PAR
Canadian Association of University Teachers
Association canadienne des professeurs et
professeurs d'université

2705, promenade Queensview Drive,
Ottawa (Ontario) K2B 8K2; Tel: 613-820-2270;
Fax: 613-820-2417; Email: duhaime@caut.ca

PRESIDENT / PRÉSIDENTE
Penny Stewart

EXECUTIVE DIRECTOR / DIRECTEUR GÉNÉRAL
James Turk

MANAGING EDITOR / RÉDACTEUR EN CHEF
Liza Duhaime

ADVERTISING / PUBLICITÉ
Rosa Labocetta
(ads@caut.ca)

CIRCULATION / DIFFUSION
Rachel Newman
(newman@caut.ca)

GRAPHIC DESIGN / GRAPHISME
Kevin Albert

EDITORIAL BOARD / COMITÉ DE RÉDACTION
Penny Stewart James Turk
Greg Allain David Robinson
Wayne Peters Liza Duhaime

LETTERS TO THE EDITOR

Letters for publication are welcome. Letters should address a specific article, comment, or letter that recently appeared in the paper or be tied to recent events. Letters are limited to 300 words and may be edited for length and clarity. Include your name, address and phone number. Anonymous letters will not be accepted. Submissions that are considered potentially libellous will not be published. We read every letter we receive and every letter gets equal consideration. Publication is at the sole discretion of CAUT. If your letter is accepted for publication, you will be contacted by phone, electronic mail, fax or return mail. Letters should be sent to duhaime@caut.ca.

COURRIER DES LECTEURS

La rédaction du *Bulletin* invite les lecteurs à lui écrire. Les lettres doivent porter sur un article, un commentaire ou une lettre précis qui sont parus dans le *Bulletin* ou qui ont trait à des actualités récentes. Les textes, dont la longueur est limitée à 300 mots, pourront être révisés par souci de clarté et de concision. Veuillez indiquer vos nom, adresse et numéro de téléphone. Nous ne publions ni les lettres anonymes ni les textes que nous estimons potentiellement diffamatoires. Nous lisons avec une même attention toutes les lettres que nous recevons. L'ACPPU se réserve le droit de choisir les lettres qui seront publiées. Nous communiquerons par téléphone, courriel électronique, télécopieur ou retour du courrier avec les auteurs des lettres qui seront publiées. Les lettres doivent être envoyées à l'adresse duhaime@caut.ca.

The *CAUT Bulletin* is published each month September through June. Average distribution 45,500. Indexed in the Canadian Education Index. ISSN 0007-7887. Available in microform at Micromedia, 20 Victoria Street, Toronto, ON M5C 2N8. Classified ads and a selection of articles are available at www.cautbulletin.ca. Career ads are available at www.academicwork.ca.

Copyright: Reproduction without written permission by the publisher and author is forbidden. Copyright in letters and other materials submitted to the publisher and accepted for publication remains with the author, but the publisher may choose to translate and/or reproduce them in print and electronic form. All signed articles express the view of the author(s).

Le *Bulletin* de l'ACPPU est publié chaque mois, de septembre à juin. Tirage moyen : 45 500 exemplaires. Répertorié dans le Répertoire canadien sur l'éducation. ISSN 0007-7887. Le *Bulletin* est disponible sur microforme auprès de Micromedia, 20, rue Victoria, Toronto (Ontario) M5C 2N8. Les petites annonces et un choix d'articles sont reproduits dans le *Bulletin* en ligne, sur le site www.acppu.ca. Des offres d'emploi sont publiées sur le site www.travailacademique.ca.

Droit d'auteur : Il est interdit de reproduire des articles sans l'autorisation de l'éditeur et de l'auteur. L'auteur conserve le droit d'auteur pour les lettres et autres documents soumis à l'éditeur et acceptés aux fins de publication. L'éditeur peut cependant choisir de les traduire ou de les reproduire, ou les deux, sous forme imprimée et électronique. Tous les articles signés n'engagent que leurs auteurs.

MEMBER OF / MEMBRE DE
Canadian Association of Labour Media
L'Association canadienne de la presse syndicale

CALM
IN LABOUR MEDIA

ACPS
IN LABOUR MEDIA

PRINTED IN CANADA BY L'IMPRIMERIE AU CANADA PAR
Performance Printing, Smiths Falls

NEWS ACTUALITÉS

Not Enough Parity on the Academic Career Ladder

CAUT report highlights employment & earnings of female, First Nations & visible minority professors.

DESPITE longstanding employment equity policies and practices, women and First Nations continue to be under-represented in Canadian higher education, and along with visible minorities are earning less and enduring higher unemployment rates, according to the latest edition of CAUT's Education Review.

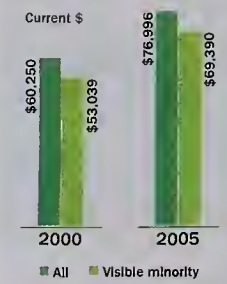
Statistics Canada data shows that in 2006, 33 per cent of university faculty were female, up from 29 per cent five years earlier, and women's representation at the most senior academic rank topped 20 per cent — up five percentage points from 2001.

Visible minorities' share of the profession at 17 per cent was only slightly above their representation in Canada's workforce.

Aboriginal Canadians, in turn, made up a significantly lower proportion. In 2006, 2 per cent of all university teachers reported having Aboriginal ancestry, compared to 4 per cent of core-age adults (aged 25 to 54) in the experienced labour force.

Earnings were lower for all three

Average Income of University Professors



groups in the academy. Data from 2005 shows that the average annual income for full-time female faculty members was \$79,133 — roughly 82 per cent that of their male counterparts, and the wage gap for visible minorities was much greater where the average salary was \$69,390, or about 10 per cent less than that of all faculty.

"The salary gap can't be explained by differences in job qualifications alone," said CAUT president, Penny Stewart.

"There are systemic reasons, such as discriminatory institutional practices and salary structures, in addition to overt discrimination in hiring and promotion decisions."

Unemployment was also more pronounced for female, First Nations and visible minority academics. Overall, women experienced a 5 per cent unemployment rate in 2005, compared with 3 per cent of men's unemployment. Similarly, the unemployment rate among visible minority professors was 6 per cent, compared with 4 per cent for professors who are not members of a visible minority group. At almost 8 per cent, female visible minority professors experienced an even higher rate of unemployment.

"It's up to institutions and faculty associations to look more critically at the structures and practices that may be perpetuating inequities, such as pay scales with large numbers of increments and segregation by discipline," Stewart said. "Given the aging academic workforce in Canada, and the renewal associated with that, institutions have an opportunity to prioritize promoting greater equity." ■

ON THE NET

The Changing Academy? A Portrait of Canada's University Teachers is available at www.caut.ca/uploads/EducationReview121-en.pdf.

Version française à la page A4.

Board Dissolved at First Nations University



First Nations University of Canada has been under a cloud of controversy for five years.

AS this edition of the *Bulletin* was going to print, news reports emerged that the Federation of Saskatchewan Indian Nations legislative assembly had voted to dissolve the First Nations University board of governors and indicated it would restructure the board along lines recommended by its all-chiefs task force.

"We are heartened by this news," CAUT executive director James Turk

said of the Feb. 4 developments.

He said that implementation of governance changes, including restructuring the board, would require the FSIN to amend the First Nations University Act.

"We have written to FSIN Chief Guy Lonechild congratulating him on the leadership he has shown on this issue and asking for more specific details about the federation's decisions and plans,"

Turk said.

"Once concrete steps have been taken to implement the necessary governance changes, CAUT will be in a position to consider the possibility of lifting censure of the university and to join with the FSIN in lobbying the Saskatchewan government to restore funding." ■

Version française à la page A5.

L'ACPPU soulève des objections à l'entente de règlement conclue avec Google Books

→ Suite de la PAGE A1

a pris clairement position contre l'accord, faisant valoir dans un avis d'opposition soutenu par 150 cosignataires que les intérêts et les préférences des plaideurs divergent radicalement de ceux de nombreux détenteurs de droits qui n'étaient pas présents à la table de négociation,

entre autres les auteurs universitaires.

Le ministère de la justice américain est intervenu dans le dossier, soulevant toute une série de questions sur le document. Des objections ont également été déposées par des groupes de protection des consommateurs, des éditeurs internationaux, des regroupements d'auteurs américains et internationaux,

des agents littéraires, des auteurs individuels, les gouvernements de la France et de l'Allemagne, plusieurs États américains et des associations de bibliothécaires.

Le juge américain saisi du contentieux a fixé au 18 février la date de l'audience destinée à déterminer quels éléments du règlement seront approuvés. ■

COMMENT OPINIONS

PRESIDENT'S COLUMN

Campus Carbon Footprint Can't Be Ignored



By PENNI STEWART

THE Copenhagen climate summit in December resulted in a worldwide sense of disappointment. For Canadians, there was shame at our government's role in undermining any meaningful agreement. Although there was no consensus on anything, the summit left a renewed sense of urgency to deal with the growing evidence of environmental devastation wreaked by the changing climate.

Educators have played a critical role in promoting environmental awareness through teaching and research projects. Despite funding shortfalls and the Conservative government's attempt to steer the direction of research, there is no shortage of innovative environmental research programs in Canada. Some university and college presidents have also committed their institutions, via public international declarations, to reduce their institutions' carbon emissions. Now it's time for academic staff associations to address the environmental challenges at our institutions.

Our workplaces are part of the problem. Hundreds of thousands of people commute to university and college campuses each day.

Climate Solidarity is about doing what unions do best — working together, in the community & in the workplace, for a fair & sustainable society.

— Public & Commercial Services Union

They eat, sleep, work and study in facilities that are lighted and heated or cooled whether or not they are in use, set on extensive grounds that are regularly groomed, equipped with parking lots and roadways that require regular maintenance, and generating mountains of waste from food and residence services.

In a paper titled "Climate change a trade union responsibility in higher education," presented in 2007 at a conference hosted by Education International, Brian Everett and Rob Copeland of the University & College Union (UK) call for academics to take action on climate change as professionals and as union members. Greening the curriculum is only one step. They point out that our teaching

calendars are not environmentally friendly. In Canada and most northern countries, summers have traditionally been valued as research time for academic staff and work time for students.

While most institutions have some summer teaching, even on the busiest campus, buildings are half empty in summer, although they are cooled and lighted. Environmentally, it may make more sense to intensify summer use of buildings and reduce winter use when heating and lighting needs are at their peak.

Many of us commute long distances to work and our institutions devote substantial acreage to parking. But it is not only cars that leave a carbon footprint. My workplace is a huge transit hub where hundreds of buses arrive and leave each day. Innovative solutions might include encouraging academic staff to work more often from home and helping with aspects of the transition from the campus workplace to working from home. On-campus housing, down payment assistance loans or other mortgage and housing-related benefits might, in some locales, encourage academic staff to locate closer to their workplace.

There are inevitable tradeoffs between environmental and other concerns. Cash-strapped institutions see

increased recruitment of international students as one way to ease their budget crises. The carbon footprint of travel for such students is enormous. Everett and Copeland argue that building educational capacity in students' home countries would be more positive environmentally, and in many cases politically.

Travel for research and to conferences, traditionally a large part of professional life for academics, poses another dilemma. Here, new communication technologies like teleconferencing may provide some solutions. Shifting conference schedules to longer cycles also makes sense.

Our partners in the International Labour Organization and Education International have called on unions in every sector to make climate change a priority issue. EI has called on all its members to not only "speak out strongly for urgent action," but also to find ways to negotiate emission reductions with employers.

The University and College Union in the UK has taken up this challenge. In 2007, it set out to develop an environmental network, with at least one representative at every member branch. The idea was to start small and local and then spiral outwards. A crucial first step was providing training to the reps, who in turn would provide advice

to bargaining committees and joint management-labour committees on carbon emission and other environmental issues.

These first steps have been fruitful. One outcome is the innovative Climate Solidarity project, undertaken by several unions, which seeks to mobilize climate change activism on a wide scale through local organizing. Last fall UCU capped these efforts with a "climate solidarity" conference.

What is exciting about UCU's model for climate change engagement is that the strategy draws on existing networks of health and safety representatives. In Canada, we could use health and safety committees or stewards' networks to get started. Organizing around environmental issues has the potential to become a source of potent renewal for our associations.

The urgency of climate change means we can no longer leave the job of addressing environmental concerns to "specialist" organizations or various levels of government. Every institution must be mobilized. As academic staff we need to ensure that our associations play a decisive role in helping the campus community to live more sustainably and in finding solutions to the problems posed

See CAMPUS CARBON Page A5 →

LE MOT DE LA PRÉSIDENTE

La nécessité d'écologiser nos campus

Par PENNI STEWART

Si l'issue du sommet sur les changements climatiques qui s'est tenu à Copenhague en décembre dernier a suscité la déception générale au sein de la communauté internationale, elle a imposé en plus à la population canadienne un sentiment de honte face au rôle que le gouvernement de notre pays y a joué pour compromettre la conclusion d'un accord satisfaisant. Malgré l'absence de tout consensus, la conférence s'est néanmoins terminée sur un rappel de l'urgence de tenir compte des manifestations de plus en plus nombreuses de la dévastation environnementale causée par le changement climatique.

Les membres du corps professoral contribuent de façon cruciale à promouvoir la prise de conscience environnementale au travers de l'enseignement et des travaux de recherche. En dépit du manque de fonds et des tentatives faites par le gouvernement conservateur pour intervenir dans l'orientation de la recherche, le pays n'est certainement

pas à court de programmes de recherche environnementale novateurs. Par le biais de déclarations publiques internationales, certains recteurs d'université et directeurs de collège se sont engagés au nom de leurs établissements à réduire les émissions de carbone produites par ces derniers. C'est maintenant au tour des associations de personnel académique de s'attaquer aux défis environnementaux auxquels font face leurs établissements.

Nos lieux de travail font partie du problème. Des centaines de milliers de personnes font la navette tous les jours pour se rendre à l'université ou au collège. Elles mangent, dorment, travaillent et étudient dans des installations éclairées et chauffées ou climatisées (qu'elles soient utilisées ou non), aménagées sur d'immenses terrains équipés de parcs de stationnement et de voies d'accès, le tout nécessitant un entretien régulier et générant des tonnes de déchets éliminés par les services d'alimentation et de résidence.

Dans le document *Climate change a trade union responsibility in higher*

education (Le changement climatique : la responsabilité des syndicats du secteur de l'enseignement supérieur) qu'ils ont présenté en 2007 lors d'une conférence organisée par l'Internationale de l'Éducation (IE), Brian Everett et Rob Copeland du syndicat britannique University & College Union appellent les universitaires à prendre des mesures pour contrer les changements climatiques tant dans le cadre de leurs fonctions professionnelles que syndicales. L'intégration de la question environnementale dans le curriculum n'est qu'une étape. Les auteurs du document soulignent que notre calendrier d'enseignement n'est pas écologique. Au Canada et dans les pays nordiques en général, l'été est depuis toujours le temps de l'année privilégiée pour la recherche chez le personnel académique et pour le travail chez les étudiants.

Si la plupart des établissements offrent certains cours pendant l'été, les bâtiments des campus, même les plus actifs, sont à moitié vides durant cette saison mais sont quand même climatisés et éclairés. Écolo-

giquement, il peut sembler plus logique d'utiliser davantage les bâtiments en été et moins en hiver lorsque les besoins en chauffage et en éclairage atteignent leur maximum.

Bon nombre d'entre nous doivent parcourir de longues distances pour se rendre au travail, et nos établissements consacrent d'immenses surfaces des campus au stationnement des automobiles. Mais celles-ci ne sont pas seules à engendrer une empreinte carbone. Mon lieu de travail est une énorme station de transport en commun par laquelle transitent quotidiennement des centaines d'autobus. Diverses solutions innovatrices pourraient être envisagées à cet égard, entre autres, encourager les membres du personnel académique à travailler plus souvent à la maison et contribuer à faciliter le passage vers le télétravail. Des logements sur le campus, des prêts-subventions servant à constituer un versement initial ou d'autres programmes d'aide hypothécaire ou d'aide au logement sont autant de mesures qui pourraient, dans certaines localités, in-

citer le personnel académique à habiter plus près de leur lieu de travail.

Il y a bien sûr des compromis inévitables à faire entre les préoccupations environnementales et autres. Pour les établissements à court de fonds, le recrutement d'un plus grand nombre d'étudiants étrangers est l'un des moyens d'atténuer leurs difficultés financières, mais l'empreinte écologique des déplacements effectués par ces étudiants est énorme. Everett et Copeland font valoir qu'il serait plus écologique, voire plus politiquement rationnel, de construire des établissements d'enseignement dans les pays d'origine des étudiants.

Les déplacements en vue de faire de la recherche et d'assister à des conférences, qui sont inhérents aux activités professionnelles des universitaires, posent un autre dilemme. Dans ces cas, les nouvelles technologies de communications telles que les conférences peuvent offrir des solutions. Il serait également

Voir ÉCOLOGISER à la page A4 →

8 March 2010

International Women's Day



CAUT Censure: First Nations U

The First Nations University of Canada has been censured by CAUT Council (November 2008). Censure means that CAUT has concluded that a university board and administration have breached one or several of the fundamental principles of academic freedom and governance which CAUT believes to be indispensable to the proper functioning of a university. It also means the university board and administration have resisted all reasonable suggestions from CAUT for a resolution of the dispute.

Censure is a notice to all members of CAUT that they should inform themselves, in their dealings with a censured institution, of the issues involved in the censure. In particular, academic staff are asked not to accept appointments at a censured university, not to accept invitations to speak or attend academic conferences at a censured university, and not to accept any distinction or honour that might be offered by a censured administration. Academic disciplinary associations are encouraged to refuse to carry advertisements for or hold events at censured institutions. Academic staff employed at a university under censure are asked to support and assist efforts to convince the board and administration of the necessity for a settlement of the dispute. Advertisements for positions vacant in universities under censure are not carried in the CAUT Bulletin nor at CAUT's career board www.AcademicWork.ca.

CAUT recognizes, of course, that censure imposes a burden on members of the academic staff and students at censured universities. It is the view of the association, however, that censure, and the sanctions associated with it, is necessary both to publicize the unsatisfactory conditions which exist in the censured university and to persuade the censured board and administration that they should adhere to standards now widely accepted in the Canadian academic community.

Sanction de blâme : UPNC

Le Conseil de l'ACPPU a imposé une sanction de blâme à l'Université des Premières nations du Canada (UPNC) en novembre 2008. L'ACPPU prend une telle sanction lorsqu'elle conclut que le conseil et l'administration de l'université en cause ont violé un ou plusieurs des principes fondamentaux de la liberté académique et de la gouvernance que l'ACPPU estime indispensables au bon fonctionnement d'un établissement d'enseignement, et que ces mêmes conseil et administration ont repoussé toutes les recommandations raisonnables formulées par l'ACPPU pour assurer le règlement du différend.

Dans le même temps, l'ACPPU transmet à tous ses membres un avis dans lequel elle leur recommande de s'informer, au moment de traiter avec un établissement frappé d'un blâme, sur les problèmes à l'origine de la sanction. Plus particulièrement, les membres du personnel académique sont invités à ne pas accepter de poste à l'établissement ainsi sanctionné, à décliner des invitations à parler ou à participer à des conférences qui s'y tiennent, et à refuser tout honneur ou distinction qui peuvent leur être offerts. Les associations disciplinaires universitaires sont invitées à refuser d'annoncer les événements qui auront lieu à l'établissement sanctionné ou d'y tenir des activités. On demande également aux membres du personnel académique de l'université frappée d'un blâme d'appuyer les efforts exercés pour convaincre le conseil et l'administration de la nécessité d'un règlement. L'ACPPU refusera d'annoncer dans son Bulletin et sur son site www.travailacademique.ca les offres d'emploi de l'établissement sous le coup d'une telle sanction.

L'ACPPU reconnaît certes le fardeau que la procédure de blâme impose aux membres du personnel académique et aux étudiants des universités sanctionnées. Elle croit toutefois que le blâme et les sanctions qui y sont rattachées sont nécessaires pour rendre publiques les conditions insatisfaisantes qui existent dans les universités en cause et pour persuader le conseil et l'administration de ces établissements qu'ils ont le devoir de se conformer aux normes reconnues par l'ensemble de la communauté universitaire du Canada.

Never before have CAUT members had such power!

Sit back and let Canada's leading lenders compete for the opportunity to fund your mortgage.

- We take care of all the mortgage shopping details for you.
- We find you the best deal from a wide choice of lenders.
- Personal service. Specialized knowledge. Unbiased advice.

Mortgage Rates*

Variable	2.25
1 year	2.20
2 year	2.70
3 year	3.44
5 year	3.79
7 year	4.45
10 year	5.30



The Mortgage Centre

We work for you, not the lenders.

1.888.216.7770 ext. 227 Fax 1.888.216.7771 Email jillcraig@bellnet.ca

www.caut.ca/mortgage_centre/

* Mortgage rates as of February 4/2010. Rates are subject to change without notice. Variable rate for initial 3 months. All other rates are closed. Broker Licence #10092

NEWS ACTUALITÉS

Le manque de parité dans l'échelle de la carrière académique

Un rapport met en lumière les taux de rémunération et d'emploi moins élevés chez les femmes, les Autochtones et les membres de minorités visibles qui enseignent dans les universités canadiennes.

MALGRÉ les politiques et les pratiques d'équité en matière d'emploi en place depuis longtemps, les femmes et les Autochtones demeurent sous-représentés au sein du corps professoral universitaire canadien et, tout comme les membres de minorités visibles, gagnent des salaires inférieurs et sont frappés par un taux de chômage plus élevé. Voilà ce que constate notamment le dernier numéro des *Dossiers en éducation* de l'ACPPU.

Selon les données de Statistique Canada, la proportion des professeurs est passée de 29 % à 33 % de 2001 à 2006 et leur représentation aux rangs les plus élevés a dépassé 20 %, en hausse de cinq points au cours de la même période.

Les professeurs appartenant à une minorité visible forment 17 % de la profession, soit un peu plus seulement que la représentation de ce groupe au sein de la main-

d'œuvre canadienne.

Les Canadiens des Premières nations demeurent le groupe le plus sous-représenté. En 2006, 2 % de tout le corps professoral universitaire déclarait avoir une ascendance autochtone, contre 4 % des adultes du principal groupe d'âge [de 25 à 54 ans] de toute la population active expérimentée.

Les données de 2005 révèlent que les membres des trois groupes gagnent des salaires moindres. Le revenu annuel moyen des professeurs à temps plein était de 79 133 \$, équivalant à environ 82 % du salaire de leurs collègues masculins, et l'écart était encore plus prononcé pour les membres de minorités visibles dont le salaire moyen s'élevait à 69 390 \$, soit 10 % de moins que celui de l'ensemble du corps professoral.

« L'écart de revenu ne peut s'expliquer uniquement par la différence de qualification professionnelle », souligne la présidente de l'ACPPU, Penni Stewart. « Il est également attribuable à des raisons systémiques telles que des pratiques internes et des structures salariales discriminatoires ainsi que des pratiques de recrutement et de promotion discriminatoires de la part des établissements. »

Le chômage est également plus marqué chez les femmes, les Autochtones et les membres de minorités

visibles par rapport à l'ensemble du corps professoral. Globalement, le taux de chômage chez les femmes était de 5 % en 2005, contre 3 % chez les hommes. De même, ce taux atteignait 6 % chez les professeurs et professeurs de minorités visibles, contre 4 % chez leurs collègues n'appartenant à aucun groupe minoritaire visible. À près de 8 %, le taux de chômage était encore plus élevé chez les professeurs de minorités visibles.

« Il appartient aux établissements et aux associations de personnel académique d'examiner d'un oeil plus critique les structures et les pratiques qui peuvent perpétuer les iniquités, comme la multiplication des échelons salariaux et la ségrégation par discipline », fait valoir Mme Stewart. « Compte tenu du vieillissement du corps enseignant au Canada et de la relève qu'il faut assurer, les établissements doivent saisir l'occasion de faire de la promotion de l'équité une de leurs priorités fondamentales. »

SUR LE NET

La publication *Corps professoral en transformation? Portrait du personnel enseignant universitaire au Canada* est disponible à l'adresse www.caut.ca/uploads/Education/Review12-1-fr.pdf.

English on page A2.

La nécessité d'écologiser nos campus

→ Suite de la PAGE A3

logique de réduire la périodicité des conférences.

Nos partenaires au sein de l'Organisation internationale du Travail et de l'Internationale de l'Éducation ont invité les syndicats de tous les secteurs d'activité à faire du changement climatique une question prioritaire. L'IE appelle tous ses membres non seulement à « réclamer des actions internationales urgentes » mais aussi à trouver des moyens de négocier avec leurs employeurs des réductions d'émissions.

Le syndicat britannique UCU a relevé le défi dès 2007 en créant un réseau environnemental doté d'au moins un représentant à chacune des antennes membres. L'idée était de commencer par établir un réseau de petite envergure à l'échelle locale et de l'étendre progressivement à toutes les régions.

Une première étape cruciale a été de former les représentants pour qu'ils puissent devenir en mesure de conseiller les comités de négociation et les comités mixtes syndicaux-patronaux au sujet des émissions de carbone et des autres questions environnementales.

Ces premières étapes ont porté leurs fruits. Il en est résulté notamment le projet inédit Solidarité climatique que plusieurs syndicats ont lancé pour mobiliser à grande échelle les militants du changement climatique à partir de campagnes de recrutement locales. L'automne dernier, l'UCU a couronné ces efforts par la tenue d'une conférence sur la solidarité climatique.

Ce qui est particulièrement intéressant dans le modèle de mobilisation de l'UCU, c'est le fait que la stratégie déployée s'appuie sur les réseaux en place de représentants en matière de santé et de sécurité.

Au Canada, nous pourrions à la base recourir aux comités de santé et de sécurité ou bien aux réseaux de délégués syndicaux. La mobilisation autour des questions environnementales est susceptible de devenir une source de dynamisation importante pour nos associations.

Face à l'urgence du changement climatique, nous ne pouvons plus nous en remettre aux organismes « spécialisés » et aux divers paliers de gouvernement pour répondre à nos préoccupations environnementales. Chaque établissement doit être mobilisé. En tant que membres du personnel académique, nous devons nous assurer que nos associations jouent un rôle décisif à cet égard en aidant la population de nos campus à vivre de manière à assurer la durabilité de notre milieu et en trouvant des solutions aux problèmes que posent l'environnement et les changements climatiques. La négociation collective demeure notre principal moyen de défendre ce rôle, tout comme notre capacité à envisager les questions relatives au changement climatique qui devront être soumises à la négociation. Nos associations doivent aussi mesurer l'impact de leur mode de fonctionnement sur l'environnement.

Finalement, comme nous le rappellent Everett et Copeland, les associations doivent veiller à la protection des droits et de la liberté académique des membres qui peuvent faire l'objet de représailles pour avoir dénoncé des pratiques environnementales inacceptables de la part de leurs employeurs. ■

EDUCATORS B&B NETWORK
CELEBRATING 20 YEARS!

\$40 A NIGHT FOR TWO!
6,000 Locations Worldwide

"Wonderful Trip!"

David & Caroline - #9326 - Markham, ON

Choose your hosts ❖ We do the rest!

PO Box 5279, Eugene, OR 97405 (800) 377-3480

www.educatorstravel.com

NEWS ACTUALITÉS

Harper Government Turns Its Back on Climate Change Research

Top scientist warns lack of stable funding for climate research will have serious consequences.

A LACK of stable, long-term government funding for Canadian university-based climate and environment research will have serious consequences for the country, says one of Canada's top scientists.

Andrew Weaver, a University of Victoria-based climate expert and holder of the Canada Research Chair in Climate Modeling and Analysis, says the situation is particularly dire because Canada is a northern country and will be affected by climate change more than most.

Last winter the Canadian Foundation for Climate and Atmospheric Sciences, established a decade ago to coordinate and fund weather and climate research projects, said it needed \$25 million in annual funding over 10 years to continue its work. Previous government funding runs out in March 2011 and the foundation has not had its funding renewed since the Conservatives came to power four years ago.

The Harper government has now agreed to extend the foundation's mandate to March 2012, but there's no new federal money in sight for new projects or to build on existing ones.

In an interview with The Canadian Press, Environment Minister Jim Prentice said the government could not make funding decisions that far in advance.

"This finally spells the end for climate and atmospheric science research in Canada," says Weaver. "It has taken nearly two decades for Canada to emerge as an interna-



Living & Dying on the Sea Ice — Inaction on funding signals the end for climate & atmospheric science research in Canada that tracks everything from air quality & ocean conditions to storm activity, drought & atmospheric change. Scientific discoveries can mitigate adverse impacts of climate change on socio-economic activities, natural ecosystems & for animals such as polar bears, but without researchers, Canada will be left relying on other countries' research for information about its own environment.

tional leader in this field, and the government is dismantling that in a few months."

Weaver says the government doesn't seem to understand that research grant funding is used to pay the salaries of young scientists in training who go on to be tomorrow's innovators.

"It takes years to find the right staff and put labs in place, and just a few months of uncertainty... to get them to move," he said.

The Harper government says it's investing in research through its

Knowledge Infrastructure Program, but Weaver says beyond photo-ops, that funding won't help.

"Sadly, you can't run infrastructure without salary support for technical staff," he warns. "Massive publicly-funded white elephants are dotting the labs of universities across Canada as people can no longer support technicians to use the infrastructure."

Less than half of what the government says it's investing on university and college research infrastructure is actually going to research re-

lated projects, according to a CAUT analysis of the government's funding announcements.

"In my opinion, the current Canadian administration is anti-science," Weaver said. "Rather than encouraging science to inform policy as in the rest of the developed world, the Harper administration treats science as just another annoyance that should be propped up so it doesn't interfere with its ideological agenda." ■

Le conseil d'administration est dissous à l'UPNC

AU moment de mettre sous presse la présente édition du *Bulletin*, nous apprenons que l'Assemblée législative de la Fédération des nations indiennes de la Saskatchewan (FSIN) a décidé par vote de dissoudre le conseil d'administration de l'Université des Premières nations du Canada (UPNC) et indiqué qu'elle procéderait à la restructuration du conseil conformément aux recommandations du groupe de travail des chefs de la fédération.

« Nous sommes encouragés par cette nouvelle », a déclaré le directeur général de l'ACPPU, James Turk, le 4 février. Il a indiqué que les changements apportés à la gouvernance, notamment la restructuration du conseil, obligeront la FSIN à modifier la loi constitutive de l'Université des Premières nations du Canada.

« Nous avons écrit au chef de la FSIN, Guy Lonechild, pour le féliciter d'avoir fait preuve de leadership dans ce dossier et pour lui demander plus de précisions sur les décisions et les projets de la fédération », a fait savoir M. Turk.

« Une fois que des mesures concrètes auront été prises pour mettre en oeuvre les changements qui s'imposent en matière de gouvernance, l'ACPPU sera à même d'envisager la possibilité de lever la sanction de blâme imposée à l'université et de se joindre à la FSIN pour demander au gouvernement provincial de rétablir le financement de l'établissement. » ■

English on page A2.

Campus Carbon Footprint Can't Be Ignored

→ From PAGE A3

by the environment and climate change. Our primary means of ensuring such a role remains collective bargaining and identifying potential bargaining issues related to climate change. Associations must also examine their own way of operating weighted against environmental impact.

Finally, as Everett and Copeland remind us, associations must be vigilant in protecting the rights and academic freedom of members who become vulnerable as a result of exposing institutionally-caused environmental harms. ■

ON THE NET

Climate change a trade union responsibility in higher education, by Brian Everett & Rob Copeland, is available at www.uccu.org.uk/media/pdf/0/c/climate_change_el_nov07.pdf. Information on the Climate Solidarity project is available at www.climatesolidarity.org.uk.

Correction

In the January President's Column, we reported that Heather Munroe-Blum is president of McGill University. Munroe-Blum is principal and vice-chancellor.

Le gouvernement fédéral tourne le dos à la recherche sur le changement climatique

Un scientifique de renom prévient que l'absence d'un financement stable de la recherche climatologique aura de sérieuses conséquences.

L'ÉTAT doit à tout prix assurer un financement stable et à long terme de la recherche environnementale et climatologique dans les universités canadiennes, sans quoi les conséquences se révéleront dramatiques pour le pays, met en garde l'un des plus éminents scientifiques canadiens.

Selon le climatologue Andrew Weaver de l'Université de Victoria, titulaire de la Chaire de recherche du Canada en modélisation et en analyse climatique, la situation est particulièrement critique du fait que le Canada est un pays nordique et qu'il sera plus touché par les changements climatiques que la majorité des pays.

La Fondation canadienne pour les sciences du climat et de l'atmosphère, établie il y a dix ans pour coordonner et financer les travaux de recherche sur le climat et l'atmosphère, a annoncé l'hiver dernier qu'il lui fallait 25 millions de dollars en financement annuel sur dix ans pour pouvoir continuer à remplir son mandat. Les fonds fédéraux octroyés par le gouvernement précédent seront épuisés en mars 2011, et les Conservateurs n'ont accordé aucun nouveau financement à la fondation depuis qu'ils sont arrivés au pouvoir il y a quatre ans.

Si le gouvernement Harper convient maintenant de prolonger le mandat de la fondation jusqu'en mars 2012, il n'envisage pas d'affecter de nouvelles sommes à de nouveaux projets ni à des projets en cours.

Dans une entrevue avec La Presse Canadienne, le ministre de l'Environnement Jim Prentice a indiqué que le gouvernement ne pouvait pas prendre de décisions de financement aussi longtemps à l'avance.

« Une telle approche sonne pra-

tiquement le glas de la recherche climatologique et atmosphérique au Canada », constate M. Weaver. « Le gouvernement est en train de détruire en quelques mois la réputation que le Canada s'est bâtie comme chef de file international dans ce domaine en près de deux décennies. »

Le gouvernement ne semble pas comprendre, observe-t-il, que les subventions de recherche servent à payer les salaires des jeunes scientifiques en formation qui seront les innovateurs de demain.

« Il faut mettre des années pour trouver le personnel compétent et mettre en place des laboratoires, et seulement quelques mois d'incertitude... pour voir tout cela disparaître. »

Le gouvernement Harper affirme investir dans la recherche par le biais de son Programme d'infrastructure du savoir, mais le professeur Weaver soutient qu'au-delà des occasions données au gouvernement de participer à des séances de photo pour les médias, ce financement n'apportera aucune aide.

« Hélas, pour faire fonctionner une infrastructure, il faut pouvoir payer le personnel technique », note-t-il. « D'énormes éléphants blancs financés par l'État prennent racine dans les laboratoires des universités partout au pays alors qu'il est devenu impossible de payer des techniciens pour exploiter les infrastructures. »

Selon une analyse que l'ACPPU a réalisée sur les annonces de financement du gouvernement fédéral, moins de la moitié des fonds que ce dernier prétend investir dans les infrastructures de recherche des universités et des collèges vont en fait à d'autres types de projets.

« Je crois que le gouvernement canadien actuel est hostile à la science », soutient M. Weaver.

« Au lieu de renforcer la capacité de la science à orienter les politiques comme cela se fait dans le reste du monde industrialisé, le gouvernement Harper assimile la science à une autre contrainte qu'il lui faut proroger pour l'empêcher de faire obstacle à son programme idéologique. » ■



The smartest way to get your doctorate today
The AU Online Doctorate in Business Administration

Our new online DBA sets the standard for innovation and academic excellence. It provides a strong foundation for conducting applied research with practical applications and expands your knowledge of global business and management processes and practices. As the need for advanced degrees continues to grow, our DBA will be delivered in the same smart way business is conducted today—open, collaborative and online. www.dba.athabascau.ca

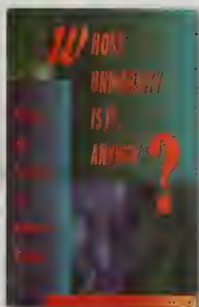
Athabasca University 

CENTRE for INNOVATIVE MANAGEMENT

BOOKSHELF COIN DES LIVRES

IN REVIEW

Higher Education's Equity Disconnect



Whose University Is It, Anyway? Power and Privilege on Gendered Terrain

Anne Wagner, Sandra Acker & Kimire Mayuzumi, eds. Toronto, ON: Sumach Press, 2008; 265 pp; ISBN: 978-1-89454-975-2, paper \$28.95 ca.

By MATTHIAS BIENSTIEL

THE academic bodies at Canadian universities have traditionally been dominated by white males maintaining their ivory tower privileges. This historical structure has been challenged over the past decades by the arrival of a more diverse student body and resulted in a slowly diversifying faculty body.

Yet, inequalities persist, whether overtly or covertly, in a period when equity policies have become commonplace.

This collection of 14 first-hand perspectives "on gendered terrain" speaks to the many challenges that remain for women, and some men, as they live their university lives around gendered, racialized and classed identities, and examines the contemporary academic body with its diverse gender spectrum and orientations, pedagogical issues, support systems and reaffirmation of strengths.

While the authors focus on gender, each interpolates a different identity viewpoint to the topics covered and allows the reader a wider perspective on how other factors such as race, ethnicity, disability, sexual orientation or gender identity further compound the risk of exclusion and marginalization.

Contributors include students, teaching assistants, administrative staff, contingent

faculty, tenured/tenure-track faculty and administrators. They describe how both power and the social organization of academic life advantage and disadvantage certain groups.

For example, the first chapter underscores the reality of Aboriginal women, and is tellingly summed up in the chapter's title, "I don't know what hurts more — to shut up or speak up." Chapters eight and nine explore the role of teaching assistants and administrative staff, whose contributions are often overlooked despite their close working relationships with both faculty and students. Chapter 11 on being a "chair/woman" describes how the emotional quality of academic managing has been greatly underestimated.

The editors' introduction and chapter endnotes provide a historical overview of the educational literature on gender equity issues and positions it in today's times.

Apart from the audience of scholars and researchers in the field of gender studies, *Whose University Is It, Anyway?* informs on diversity in Canadian higher education for a general readership, and provides a provocative and insightful basis to engage and continue the evolving discourse. ■

Matthias Bienenstiel is a chemistry professor at Cape Breton University in Nova Scotia.

QUICK PICKS

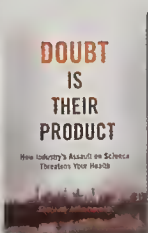


Education for the World, Education for All: Quebec Education in the Context of Globalization

Jocelyn Berthelot. Ottawa, ON: Canadian Centre for Policy Alternatives, 2009; 224 pp; ISBN: 978-1-89756-914-6, paper \$15 CA.

Today's cheerleaders for globalization are actually advocating a form of ultraliberalism reminiscent of the unregulated capitalism of the nineteenth century. Their vision of the world is threatening many of the gains achieved in the West. And education, too, is being caught up in the current. Jocelyn Berthelot explains the educational model neo-liberal globalization has engendered, a model that is spreading throughout the world, and examines the situation in Quebec within this broader context. He suggests a comprehensive policy for disadvantaged communities and students with special needs and argues convincingly for the need to continue improving school participation. Finally, he proposes a new deal for

education to put an end to the apartheid that is gradually taking hold in Quebec schools and elsewhere. Essential reading for anyone interested in what is happening in Quebec schools, colleges and universities, this book is also a valuable guide to the neo-liberal-driven international restructuring of education and the resistance it has encountered. It also demonstrates how education can evolve to reflect a humanist vision of globalization instead of the corporate-driven approach which is a reality in so many communities.



Doubt Is Their Product: How Industry's Assault on Science Threatens Your Health

David Michaels, ed. Don Mills, ON: Oxford University Press, 2008; 400 pp; ISBN: 978-0-19530-067-3, cloth \$29.95 ca.

In this eye-opening expose, David Michaels reveals how the tobacco industry's duplicitous tactics spawned a multimillion dollar in-

dustry that is dismantling public health safeguards. Product defense consultants, he argues, have increasingly skewed the scientific literature, manufactured and magnified scientific uncertainty and influenced policy decisions to the advantage of polluters and the manufacturers of dangerous products. To keep the public confused about the hazards posed by global warming, second-hand smoke, asbestos, lead, plastics and many other toxic materials, industry executives have hired unscrupulous scientists and lobbyists to dispute scientific evidence about health risks. In doing so, they have not only delayed action on specific hazards, but also constructed barriers to make it harder for lawmakers, government agencies and courts to respond to future threats. The Orwellian strategy of dismissing research conducted by the scientific community as "junk science" and elevating science conducted by product defense specialists to "sound science" status also creates confusion about the very nature of scientific inquiry and undermines the public's confidence in science's ability to address public health and environmental concerns. Such reckless practices have long existed, but Michaels argues the Bush administration deepened the dysfunction by virtually handing over regulatory agencies to the very corporate powers whose products and behavior they are charged with overseeing. In *Doubt is their Product* Michaels proves, beyond a doubt, that the regulatory system has been broken. He offers concrete, workable suggestions for how it can be restored by taking the politics out of science and ensuring that concern for public safety, rather than private profits, guides regulatory policy.



What would you do if the benefits of reading were missing from your life...

How would you learn, work, or just get lost in a great story?

The right to read of blind and partially sighted Canadians is in jeopardy. Without immediate government funding for accessible library services, books and essential information in accessible formats will be missing from their lives.

We need your help now to urge Canada's federal, provincial and territorial governments to partner with CNIB to support and sustain the CNIB Library and its vital services.

Join the campaign!
<http://righttoread.cnib.ca/>

RIGHT TO READ! cnib

CAUT Book Series

NEWEST TITLES AVAILABLE



Canada's Universities Go Global

Edited by Roopa Desai Trilokekar, Glen A. Jones & Adrian Shubert



Universities At Risk

Edited by James L. Turk

More information
lorimer.ca

Order directly from
Formac Distributing
1.800.565.1975

CAREERS CARRIÈRES

pected to have excellent communication skills, to be able to supervise graduate students and secure research funding, and to teach undergraduate and graduate courses in a wide range of geotechnical subjects. These include soil mechanics, foundation engineering, numerical modelling, and earth structures engineering. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. Interested candidates are invited to submit a detailed curriculum vitae, a statement of career objectives, and the names, addresses, E-mail addresses, telephone and FAX number of at least three references. Send to: Professor Neil R. Thomson, Chair, Department of Civil & Environmental Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Further information is provided at the department web site (<http://www.civil.uwaterloo.ca/>). Applications will be considered at any time until the position is filled.

CIVIL & ENVIRONMENTAL ENGINEERING (WATER/WASTEWATER TREATMENT) — University of Waterloo. The Department of Civil & Environmental Engineering at the University of Waterloo invites outstanding individuals to apply for a tenure-track position in the area of Water/Wastewater Treatment Processes and/or Environmental Chemistry at the rank of Assistant or Associate Professor. Candidates are sought with a strong background either in treatment processes or environmental chemistry and with expertise relevant to engineered or natural aquatic systems. The successful candidate must complement the Environmental and Water Resources Engineering Research Group in the Department of Civil & Environmental Engineering, which presently includes faculty with interest in water/wastewater treatment, water quality, hydraulics, hydrology and hydrogeology. Applicants with a PhD in Civil, Environmental or Chemical Engineering, Applied Chemistry, or a closely related field will be considered. Applicants should be eligible for Professional Engineering registration in the Province of Ontario. Applicants must have a demonstrated ability or have clear potential for excellence in teaching and research. Industrial experience is desirable but not a requirement. The successful applicant is expected to have excellent communication skills, to be able to supervise graduate students, and to teach undergraduate and graduate courses in a wide range of Environmental Engineering subjects. These include environmental chemistry, and physicochemical and/or biological processes for water and wastewater treatment. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. Interested candidates are invited to submit detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and FAX number of at least three references. Send to: Professor Wayne Parker, Chair of the Search Committee, Department of Civil & Environmental Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Further information is provided at the department web site (<http://www.civil.uwaterloo.ca/>). Applications will be considered at any time until the position is filled.

COMPUTER SCIENCE (HEALTH INFORMATICS) — University of Waterloo. The University of Waterloo invites applications for one or two tenure-track or tenured faculty positions in the David R. Chertoff School of Computer Science, in the area of Health Informatics. We define health informatics broadly to include medical informatics and biomedical systems. The School plans to start a new graduate degree program in health informatics in September 2010. Candidates at all levels of experience are encouraged to apply. Successful applicants who join the University of Waterloo are expected to develop and maintain a productive program of research, attract and develop highly qualified graduate students, provide a stimulating learning environment for undergraduate and graduate students, and contribute to the overall development of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2010 calendar year. With over 70 faculty members, the University of Waterloo's David R. Chertoff School of Computer Science is the largest in Canada. It enjoys an excellent reputation in pure and applied research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor; this policy has encouraged the creation of many spin-off companies including Anywhere Solutions Inc., Maplesoft Inc., Open Text Corp and Research in Motion. Please see our website for more information: <http://www.cs.uwaterloo.ca/facultyrecruiting>. Once registered, instructions will be provided regarding how to submit your application. Applications will be considered as soon as possible after they are complete, and as long as positions are available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.

COMPUTER SCIENCE (SOFTWARE ENGINEERING) — University of Waterloo. The University of Waterloo invites applications for a tenure-track or tenured faculty position in the David R. Chertoff School of Computer Science, in the area of Software Engineering. Candidates at all levels of experience are encouraged to apply. Successful applicants who join the University of Waterloo are expected to develop and maintain a productive program of research, attract and develop highly qualified graduate students, provide a stimulating learning environment for undergraduate and graduate students, and contribute to the overall development of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence

in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2010 calendar year. With over 70 faculty members, the University of Waterloo's David R. Chertoff School of Computer Science is the largest in Canada. It enjoys an excellent reputation in pure and applied research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor; this policy has encouraged the creation of many spin-off companies including Anywhere Solutions Inc., Maplesoft Inc., Open Text Corp and Research in Motion. Please see our website for more information: <http://www.cs.uwaterloo.ca/facultyrecruiting>. Once registered, instructions will be provided regarding how to submit your application. Applications will be considered as soon as possible after they are complete, and as long as positions are available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.

COMPUTER SCIENCE (CHAIRES IN SOFTWARE SYSTEMS) — University of Waterloo. Applications are invited for one or two David R. Chertoff Chairs in Software Systems. These are senior positions and include substantial research support and teaching reduction. Candidates with outstanding research records in software systems (very broadly defined) are encouraged to apply. Successful applicants who join the University of Waterloo are expected to be leaders in research, have an active graduate student program and contribute to the overall development of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2010 calendar year. The Chairs are tenured positions. With over 70 faculty members, the University of Waterloo's David R. Chertoff School of Computer Science is the largest in Canada. It enjoys an excellent reputation in pure and applied research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor; this policy has encouraged the creation of many spin-off companies including Anywhere Solutions Inc., Maplesoft Inc., Open Text Corp and Research in Motion. Please see our website for more information: <http://www.cs.uwaterloo.ca/facultyrecruiting>. Once registered, instructions will be provided regarding how to submit your application. Applications will be considered as soon as possible after they are complete, and as long as positions are available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.

D
DEVELOPPEMENT REGIONAL (CHAIRE) — Université de Moncton. L'Institut canadien de recherche en politiques et administration publiques (ICRAP), fondé en 1983, est situé sur le Campus Moncton de l'Université de Moncton. Organisme à but non lucratif, l'ICRAP mène et encourage des recherches fondamentales et appliquées sur l'analyse des dynamiques économiques, sociales, politiques et culturelles qui soutiennent le développement des régions, des territoires et des collectivités canadiennes et du Canada atlantique. Pour poursuivre sa mission et assurer son rayonnement et son influence, l'ICRAP recherche activement un ou un titulaire de la CHAIRE DONALD J. SAVOIE EN DÉVELOPPEMENT RÉGIONAL. Dans le cadre de ses fonctions, vous serez appelé à guider un programme de recherche autour de la thématique du développement régional et à collaborer avec le personnel enseignant et de recherche de l'Université de Moncton. Le Chaire Donald J. Savoie en développement régional vise le développement de nouvelles connaissances et le transfert de ces connaissances aux intervenants ou institutions intéressés. Le programme de recherche touchera notamment, mais non exclusivement, les questions relatives au développement économique des régions, aux aspects humains du développement et aux rapports ruraux-urbains. Vous aurez aussi une responsabilité d'enseignement dans un département de l'Université de Moncton qui offre des cours en lien avec vos domaines de spécialisation. Votre mandat est d'une durée de cinq ans renouvelable et vous occuperez un poste permanent à la permanence au rang de professeur(e) adjoint(e) ou de professeur(e) agrégé(e). Profil idéal: 1. doctorat avec une spécialisation en économie, en administration publique, en géographie, en aménagement du territoire et développement régional ou dans un domaine connexe; 2. important dossier de réalisations et/ou pensée; capacité à mener des programmes de recherche multidisciplinaires et à obtenir des fonds externes de recherche; 3. être un leader à l'échelle nationale et internationale par rapport à vos champs d'expertise; 4. maîtrise des français et l'anglais, l'anglais étant la langue officielle de l'Université de Moncton. Si vous croyez posséder ce profil, n'hésitez pas à nous soumettre votre curriculum vitae accompagné d'une lettre d'intention en remplissant le formulaire d'inscription: <http://www.kennethfrance.com/fr/applyjob.cfm?71d152>. Les renseignements reçus seront traités en toute confidentialité. L'Université de Moncton s'engage à la diversité et à l'équité en matière d'emploi. Conformément aux exigences relatives à l'immigration au Canada, ce concours s'adresse en priorité aux citoyens et citoyens canadiens ainsi qu'aux personnes ayant obtenu le droit d'établissement au Canada. www.kennethfrance.com.

J.H. Stewart Reid Memorial Fellowship for 2010–2011 Doctoral Studies

The J.H. Stewart Reid Memorial Fellowship Trust was founded to honour the memory of the first executive secretary of CAUT.

Application Closing Date:
April 30, 2010

Details:

- One fellowship in the amount of \$5000
- Tenable for a doctoral program in any field of study at any Canadian university
- Award is for one year

Fellowship eligibility criteria and online application available at:
<http://stewartreid.caut.ca>

Bourse commémorative J.H. Stewart Reid pour études doctorales 2010-2011

La Fiducie de la Bourse commémorative J.H. Stewart Reid a été créée pour rappeler la mémoire du premier secrétaire général de l'ACPPU.

Date limite de soumission des candidatures:
30 avril 2010

Détails:

- Une bourse d'études de 5 000 \$
- Offerte pour les programmes de doctorat de tous les domaines dans une université canadienne
- Bourse d'une durée d'un an

Les détails sur les critères d'admissibilité ainsi que le formulaire de demande en direct sont disponibles à l'adresse:
<http://stewartreid.caut.ca>

Canadian Association of University Teachers
Association canadienne des professeurs et professeurs d'université
2705, promenade Queensview Drive, Ottawa (Ontario) K2B 8K2
Email / Courriel: stewartreid@caut.ca



BRANDON UNIVERSITY
Founded 1899

DEAN, FACULTY OF EDUCATION

Brandon University is a leader in providing high quality education to over 3,500 full- and part-time students in arts, sciences, education, music, and health studies. Based in southwestern Manitoba, Brandon University offers pre-professional and Masters programs, as well as innovative and award-winning outreach programs.

The new Dean will be an experienced and dynamic leader whose focus on the strength and breadth of the Faculty of Education and its future potential inspires faculty and staff to deliver an excellent educational experience to students. S/he will promote innovation in research on the part of faculty members and students. The successful candidate will continue to raise the profile of the Faculty within the University and externally. The ideal candidate will be a respected scholar, eligible for tenured appointment.

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Brandon University is committed to the principles of equity in employment.

To learn more about this exciting opportunity, call Maureen MacLean or Maureen Geldart at (604) 926-0005 or forward your application package (current CV, letter of application and reference list) in confidence to info@thegeldartgroup.com. The Geldart Group, 2433A Marine Drive, West Vancouver, BC V7V 1L3



THE GELDART GROUP
Executive Search & Leadership Consulting

CAREERS CARRIÈRES



**SAINT MARY'S
UNIVERSITY** SINCE 1802

David F. Sobey Chair of Business

The David F. Sobey Chair of Business was established in 2005 with an endowment from Dr. David F. Sobey, C.M., Chairman Emeritus of Sobey's Inc. of Stellarton, Nova Scotia. The Sobey School of Business seeks a senior scholar with an international reputation and significant record of research in the area of entrepreneurial studies or merchandising/retail management. The appointment will be at the rank of associate or full professor and begin July 1, 2010 or January 1, 2011 for a three-year period, subject to renewal.

Applicants should have a PhD in business or a related field, a proven track record of working effectively with colleagues and students and an active program of research. The Sobey Chair will be expected to collaborate with faculty, teach in our AACSB accredited programs, conduct research with theoretical/practical significance, and create opportunities for interaction with the business community and with scholars at other universities.

With 70 full-time faculty and an enrollment of approximately 2,500 students in Bachelor of Commerce, MBA, Executive MBA, Master of Finance, Master of Management (Cooperatives and Credit Unions) and PhD management programs, Saint Mary's University is the largest business program in Atlantic Canada. The Sobey School of

Business is housed in a modern facility, fully compatible with the latest advances in information technology. In addition to being nationally known for its excellence in undergraduate teaching, the School has established an outstanding research record and a reputation for its international outreach. The University is committed to excellence in both teaching and research that benefits communities in Atlantic Canada and internationally.

Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Applicants should submit a letter of application, curriculum vitae, and the names and contact information of three references to: **Office of the Dean, Sobey School of Business, Saint Mary's University, 923 Robie Street, Halifax, Nova Scotia, B3H 3C3**, or by email to dean.businessschool@smu.ca

Consideration of candidates will begin March 15, 2010 and continue to be accepted until the position is filled.

www.sobey.smu.ca



**SOBEY SCHOOL
OF BUSINESS**

E

ELECTRICAL & COMPUTER ENGINEERING of Waterloo. The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for tenure-track/tenured faculty positions at the ranks of Assistant, Associate, or, in very special cases, Full Professor in the following areas: 1. Nano Electro Mechanical Systems leading to biotech and related medical applications; 2. Low dimensional quantum structures leading to potential applications at the device level; 3. Radio Frequency Micro Electro Mechanical Systems (RF-MEMS) expanding into new, RF-related areas including biomedical and RF nanoscale devices; 4. Large area electronics with expertise in thin film technologies at both material and device levels and potential expansion into bio applications. The ECE department is home to the Giga-Nano Laboratory (<http://ece.uwaterloo.ca/~a-sidi>) and the Centre for Integrated RF Engineering (<http://www.cirf.uwaterloo.ca>), both excellent fabrication and characterization facilities with state-of-the-art infrastructure. In addition to these existing facilities, the ECE department will also be an active partner of the Quantum Nano Centre (QNC), a new, \$100M teaching and research infrastructure to be completed by year 2010. Applicants should have earned a doctoral degree in Electrical Engineering, Engineering Physics, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 75 faculty members and is in the process of expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international applicants, with an enrolment

of more than 500 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the David R. Chertow School of Computer Science), Mechatronics Engineering (offered jointly with the Departments of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. Researchers at the University of Waterloo benefit from close connections with the many high technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-hour drive community in the Region of Waterloo, population of 450,000 in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at <http://ece.uwaterloo.ca/DACA>. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

ELECTRICAL & COMPUTER ENGINEERING of Waterloo. The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for tenure-track/tenured faculty positions at the ranks of Assistant, Associate, or, in very special cases, Full Professor in the following areas: 1. Computer and Software Engineering

Royal Military College of Canada

Faculty Position in Nuclear Science or Nuclear Engineering

The Department of Chemistry and Chemical Engineering at the Royal Military College of Canada in Kingston, Ontario, invites applications for a tenure track position at the level of Senior Associate Professor or Professor for an appropriately qualified candidate. The Department desires applicants with a doctorate from a recognized university in science or engineering and who have experience in nuclear science or engineering. The candidate is expected to teach at the graduate or undergraduate levels. The candidate must be able to establish and maintain an independent and competitively funded creative research programme and supervise graduate students. The successful candidate is expected to lead research in nuclear science or engineering focusing on the university's SLOWPOKE-2 nuclear reactor.

The Department is involved in research funded by national granting councils, other government agencies and industrial partnerships at an average annual level of \$15 M for the period 2003-08. More information on the Department can be found at: www.mcc.ca/aca/ccce-cgc/index-eng.asp

Current research activity in the nuclear field within the Department of Chemistry & Chemical Engineering includes: neutron activation analysis, non-destructive evaluation (neutron beam tube), radioisotope production, nuclear counter terrorism, radiological contamination and remediation, nuclear waste management, nuclear fuel engineering, nuclear fuel management, nuclear reactor materials, novel techniques of radiation dosimetry, reactor instrumentation and control, and nuclear reactor design. Plans are underway to develop neutron tomography and enhanced radiochemistry capabilities. The SLOWPOKE-2 Facility is licensed by the CNSC and, because it is a component of a forensic laboratory, is accredited by the Canadian Analytical Laboratory Association.

Industrial, research or academic experience in the nuclear field is required. Candidates with expertise with SLOWPOKE-2 reactors are especially welcomed. The candidate is expected to supervise MSc, MSc and PhD graduate students and professional/technical research staff.

Kingston is a beautiful historic city on the shores of Lake Ontario, easily accessible from Toronto, Ottawa and Montreal, at the head of the St. Lawrence River and at the start of the Thousand Islands, with diverse and eclectic offerings of music, art, history, theatre, sports and live entertainment that create a unique cultural environment. Kingston has been designated as an official bilingual city by the Government of Ontario. The Rideau Canal system linking Kingston and Ottawa has been designated as a World Heritage Site by UNESCO.

For 2008/09 for an Associate Professor, the salary is up to \$108,150 per annum plus an annual Terminable Allowance; for a Professor, the salary is up to \$129,401 plus an annual Terminable Allowance. The starting salary will be in accordance with professional qualifications and experience. The expected starting time for the position is the late spring of 2010. The closing date for the competition is 31 March 2010.

Candidates with questions about the position may contact Dr. Ron Weir by phone at 613-541-5010 ext 6612 or by email at weir-r@rmc.ca.

Interested candidates must submit the following: (i) their curriculum vitae showing their qualifications for the position, including publications and teaching experience, (ii) a statement of current citizenship status, (iii) proof of education, (iv) a one or two page proposal outlining their intended research and (v) the names and addresses of three references to:



Julie Brown
Process number: 09-DND-EA-KGSTN-334727
Civilian Human Resources Service Centre
CFB Kingston
PO Box 17000 Station Forces
11 Mercury Crescent,
Kingston, ON K7K 7B4
613-541-5010 ext 2244
Resume.Kingston@forces.gc.ca

The Royal Military College of Canada is a coeducational and bilingual institution, and this position is offered equally to women and men. In accordance with the Public Service Employment Act, preference must be given to Canadian citizens, however applicants from outside Canada will be considered. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. For further information, you may consult the Canadian Information Centre for International Credentials at www.cimcc.ca/cicic/.

Le Collège militaire royal du Canada est une institution bilingue dont les étudiants sont des femmes et des hommes, et la présente offre d'emploi s'adresse aussi bien aux femmes qu'aux hommes. Selon les règlements de l'Acte de l'Emploi de la Fonction Publique, on doit accorder la préférence aux citoyens canadiens, cependant, on considérera les candidatures provenant de l'étranger du Canada. Les candidats dont les diplômes et les relevés de notes proviennent de pays étrangers doivent fournir des preuves d'équivalence canadienne. Vous pouvez consulter le Centre d'Information Canadien sur les Diplômes Internationaux à l'adresse Internet suivante : www.cimcc.ca/cicic/ pour obtenir de plus amples informations.

Canada

Collège militaire royal du Canada

Poste de professeur en Science ou génie nucléaires

Le Département de chimie et de génie chimique du Collège militaire royal du Canada de Kingston, Ontario, invite les candidatures à un poste menant à la permanence au niveau de professeur agrégé senior ou de professeur titulaire par des candidats ou candidates d'origine qualifiées.

Le Département désire des candidats et candidates ayant obtenu un diplôme de doctorat en science ou en génie d'une université reconnue et qui ont acquis une vaste expérience en science ou en génie. Le candidat ou la candidate doit s'attendre à devoir enseigner tant au niveau des cycles supérieurs qu'au niveau du premier cycle. Le candidat ou la candidate doit être capable d'établir et de maintenir un programme de recherche innovateur et pouvant recevoir du financement via les programmes d'octroi de bourses. Il ou elle doit s'attendre à diriger un ou des projets de recherche en science ou génie nucléaires basés sur le réacteur nucléaire SLOWPOKE-2 de l'Université. Le Département est impliqué dans des programmes de recherche financés par les organismes nationaux d'octroi de recherche, par d'autres organismes gouvernementaux et par des partenariats industriels à un niveau de \$15M pour la période de 2003 à 2008. On pourra trouver plus de renseignements sur le Département au site Internet suivant : www.mcc-cmr.forces.gc.ca/aca/ccce-cgc/index-eng.asp. Les domaines de recherche présentement actifs en génie nucléaire incluent les suivants: analyse par activation neutronique, évaluation non-destructrice (tube à faisceau neutronique), production de radio-isotopes, mesures contre le terrorisme nucléaire, contamination et restauration radiologiques, gestion des déchets nucléaires, génie des combustibles nucléaires, gestion du combustible nucléaire, matériaux des réacteurs nucléaires, techniques innovatrices en dosimétrie des rayonnements, instrumentation et contrôle des réacteurs, et design de réacteurs nucléaires. Les travaux sont en cours pour le développement d'installations pour la tomographie neutronique et la radiochimie avancée. Le Laboratoire SLOWPOKE-2 possède une Licence émise par la CCSEN, et parce qu'il est une composante d'un laboratoire d'analyse légale, il est accrédité par la « Canadian Analytical Laboratory Association ». Ce l'expérience industrielle, en recherche ou académique, dans le domaine du nucléaire est requise. Les candidats et candidates possédant de l'expertise avec le réacteur nucléaire SLOWPOKE-2 sont spécialement recherchés. Le candidat ou la candidate doit s'attendre à avoir à diriger des étudiants de cycles supérieurs en MScA, MSc ou au PhD, en plus de superviser des membres du personnel de recherche professionnelle/technique. Kingston est une splendide ville historique sur les rives du lac Ontario, d'accès facile de Toronto, Ottawa et Montréal, à la décharge du lac Ontario dans le fleuve Saint-Laurent et au début des Mille Îles, et est dotée d'un ensemble éclectique d'activités en musique, art, histoire, théâtre, sports et spectacles divers, ce qui crée un environnement culturel unique. Kingston a été désignée comme ville officiellement bilingue par le Gouvernement de l'Ontario. Le système du canal Rideau qui relie Kingston et Ottawa a été désigné comme l'un des sites du patrimoine mondial par l'UNESCO. Au niveau de Professeur Agrégé et pour l'année 2008/2009, le salaire annuel maximum était de \$108,150, et, pour un Professeur Titulaire, le salaire maximal était de \$129,401. Ces salaires sont en plus d'une allocation terminable annuelle. Le salaire initial sera selon les qualifications professionnelles et l'expérience. On s'attend à ce que l'emploi débute à la fin du printemps de 2010. La date limite pour soumettre les candidatures pour cette compétition est le 31 mars 2010. Les personnes intéressées qui ont des questions sur ce poste sont invitées à communiquer avec le Dr. Ron Weir par téléphone au 613-541-5010 poste 6612 ou par courriel à l'adresse suivante : weir-r@rmc.ca. Les candidats et candidates intéressés doivent envoyer les items suivants: (i) leur curriculum vitae montrant leurs qualifications pour le poste, incluant leurs publications et expérience en enseignement pertinent, (ii) un énoncé du statut de citoyenneté, (iii) des preuves de l'éducation académique reçue, (iv) un texte d'une ou de deux pages décrivant une proposition de recherche qui les intéresse et, (v), les noms les adresses de trois personnes pouvant servir de références, à :

Mme Julie Brown
Numéro de procédure : 09-DND-EA-KGSTN-334727
Bureau des Ressources Humaines Civiles
Base des Forces Canadiennes de Kingston
C.P. 17000, Succursale Forces
11 Mercury Crescent, Kingston, ON K7K 7B4
613-541-5010, poste 2244 | Resume.Kingston@forces.gc.ca

CAREERS CARRIÈRES

with expertise in one or more of these sub-areas: hardware/software co-design, embedded systems, with emphasis on hardware, application specific processors, and human/computer interaction with computer engineering perspectives; 2. MS with special interests in wireless communication VLSI circuits and systems, or circuits in emerging technologies. Applicants should have earned a doctoral degree in Electrical/Computer Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has planned to expand to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international applicants, with an enrolment of more than 500 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the David R. Cheriton School of Computer Science), Mechanical Engineering (offered jointly with the Departments of Mechanical & Mechanical Engineering and Systems Design Engineering), and Nanotechnology Engineering (offered jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Waterloo is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at <https://recruit.uwaterloo.ca/OA>. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

ELECTRICAL & COMPUTER ENGINEERING SYSTEMS & CONTROL — University of Waterloo. The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for a tenure-track faculty position at the rank of Assistant Professor, Associate, or, in very special cases, Full Professor. In the area of systems and control, the ideal candidate will combine a record of high quality research in systems and control with pertinent expertise in a related scientific discipline as an important application area. Applicants should have earned a doctoral degree in Electrical/Computer/Software Engineering, Mechanical Engineering, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 75 faculty members and in the process of expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international applicants, with an enrolment of more than 500 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the David R. Cheriton School of Computer Science), Mechanical Engineering (offered jointly with the Departments of Mechanical & Mechanical Engineering and Systems Design Engineering), and Nanotechnology Engineering (offered jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at <https://recruit.uwaterloo.ca/OA>. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

ENVIRONMENT (INTERNATIONAL DEVELOPMENT) — University of Waterloo. The International Development Program in the School of Environment, Enterprise and Development (SEED), in the Faculty of Environment, University of Waterloo invites applications for a tenure-track position at the Assistant or Associate Professor level. Full professorship is possible for exceptional candidates. Applicants should have a PhD, a strong background in the political economy of development, and be able to teach courses in International Development at the undergraduate and graduate level. The ideal candidate will have research interest and expertise in Sub-Saharan Africa as a world region, including focus on one or more of the following issue areas: urbanization and sus-

tainable cities; international health; natural resources; climate change; and/or the increasing role of Africa as an agent of international development. The successful candidate will be expected to develop senior seminars/graduate courses in line with her/his research expertise, have a strong commitment to teaching, research and graduate student supervision, and contribute meaningfully to the strategic direction of the INOVC program, SEED, and the Faculty of Environment. For more information about the Faculty of Environment, INOVC program, and the Faculty's Strategic Plan, please visit: <http://www.environment.uwaterloo.ca/index.html>, <http://www.seed.uwaterloo.ca/>, and http://www.fes.uwaterloo.ca/faculty/strategic_plan.html. Interested candidates are invited to submit a detailed curriculum vitae, a statement of career objectives and approach to learning and teaching goals, as well as the names, addresses, e-mail addresses and telephone numbers of four referees. Applicants are requested to provide a statement explaining how their research interests relate to the areas targeted above. Review of applications will continue until the position is filled. Appointment is expected to commence May 1, 2010 or earlier. Please send application package to: Prof. Larry A. Swatuk, International Development Program, School of Environment, Enterprise and Development (SEED), Faculty of Environment, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; e-mail: swatuk@uwaterloo.ca. All qualified individuals are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities.

ENVIRONMENTAL SCIENCE — Simon Fraser University. The Faculty of Science and the Faculty of Environment at Simon Fraser University are jointly inviting applications for the Eric Chair in Coastal Studies. We are seeking an outstanding scientist with an established international reputation, an exceptional promising junior scientist, in an area of environmental research complementary to those of an already outstanding group of researchers. The BC Leadership Chair in Salmon Conservation, Centre for Coastal Studies, Centre for Natural Hazards Research, Centre for Water Ecology, School of Resource and Environmental Management. Potential research areas include, but are not limited to, coastal ecosystem dynamics, land-ocean interactions, integrated coastal management, ecosystem based management and marine biodiversity conservation. It is anticipated that the Chair will be appointed in one of the Science Departments or in the newly created Faculty of the Environment. The rank of the appointment will depend on the experience of the successful candidate. Income from the substantial Lord Eric Endowment will provide a significant annual research budget for the Chair. The Chair will be expected to mount a strong and highly visible research program, to contribute to our undergraduate and graduate teaching programs and to collaborate with the Centre for Coastal Studies on outreach activities. Research on environmental issues is a very high priority for Simon Fraser University and the Province of British Columbia, which recently created the Pacific Institute for Climate Solutions that engages the four primary research universities in the province. Given the high degree of public interest in the environment, the ability of the Lord Eric Chair to engage the public, relevant stakeholders and government agencies in constructive dialogue will be considered an asset. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents of Canada will be given priority. Simon Fraser University is committed to an equity employment program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from under-represented groups, including women, aboriginal Canadians, persons with disabilities and members of visible minorities. Applicants should send a curriculum vitae, a concise research proposal and a list of at least three individuals willing to act as referees to: Dr. Michael Pitzke, Dean of Science, Simon Fraser University, 8888 University Drive, Burnaby, BC, Canada, V5A 1S6; e-mail: sdolan@sfu.ca. This competition will remain open until the positions are filled. Screening of applications will commence on March 1, 2010.

FILM STUDIES — University of Western Ontario. The Department of Film Studies, The University of Western Ontario (<http://www.uwo.ca/film/>) invites applications for one position, to begin 01 July 2010, at the rank of Associate or Full Professor with a specialization in American Cinema. The successful candidate will be a senior scholar with a commensurate record of publication and teaching in the areas of film history, classical and contemporary Hollywood cinema, and American popular culture. The candidate's research and teaching should be grounded in cultural history with requisite strengths in issues of race, class, gender, and sexuality, and will complement the Department's existing strengths in film theory, film history, stardom and gender and sexuality studies. He or she will also have an opportunity to contribute to the Department's M.A. in Film Studies and cross-faculty interdisciplinary teaching and research initiatives (e.g., with the Centre for American Studies). The successful candidate could be tenured at the rank of Associate Professor or at the rank of Full Professor as appropriate to the candidate's experience and accomplishment. Positions are subject to budgetary approval. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Applicants should have fluent written and oral communication skills in English. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities. Please send a letter of application, curriculum vitae, copies of transcripts, a writing sample, and three letters of reference to: Professor Chris Gittings, Chair, Department of Film Studies, University College, Room 78, The University of Western Ontario, London, Ontario, Canada N6A 3K7. Please feel free to contact Professor Gittings with questions about the position or the department (519-661-3307). Applications must be received by February 28, 2010.

FINANCE (CHAIRE) — Université de Moncton. Fondée en 1963, l'Université de Moncton est un établissement d'études supérieures de langue française en milieu francophone minoritaire. Elle regroupe trois facultés et offre des programmes de premier cycle, de maîtrise et de doctorat dans les principales régions francophones du Nouveau-Brunswick, soit à Edmundston, à Moncton et à Shippagan. En tout, l'Université de Moncton a mis en place environ 200 programmes dans plus de 50 domaines d'études. Elle a décerné plus de 38 000 diplômes depuis sa fondation et plus de 6 000 étudiants et étudiantes, provenant de partout au Canada et de l'étranger, la fréquentent. L'Université est reconnue en Acadie et dans la Francophonie pour l'excellence de son enseignement, de sa recherche et pour sa contribution au développement de la société académique et universelle. Pour de plus amples informations sur l'Université, veuillez consulter le site Web au www.umoncton.ca. Pour poursuivre sa mission et assurer son rayonnement et son influence, l'Université recherche activement un ou une TITULAIRE DE LA CHAIRE JEANNE ET J.-LOUIS LÉVESQUE EN GESTION FINANCIÈRE. Dans le cadre de vos fonctions, vous êtes appelé à guider un programme de recherche autour de la thématique de la gestion financière et à collaborer avec le personnel enseignant et de recherche de l'Université de Moncton. La Chaire Jeanne et J.-Louis Lévesque en gestion financière vise le développement de nouvelles connaissances, par le biais des études portant sur des thèmes théoriques dans le domaine de la gestion financière, et le transfert de ces connaissances aux intervenants ou institutions intéressés à renforcer leurs pratiques dans divers sphères d'activités de l'économie. De plus, la Chaire Jeanne et J.-Louis Lévesque cherche à valoriser les professions liées à la gestion financière, notamment celles des analystes, des courtiers financiers, des spécialistes de redressement d'entreprises et des conseillers en planification financière personnelle chez la population francophone et acadienne des Provinces maritimes. Vous avez aussi une responsabilité d'enseignement dans un département de l'Université de Moncton qui offre des cours en lien avec vos domaines de spécialisation. Votre mandat est d'une durée de cinq ans renouvelable et vous occuperez un poste portant à la préminence au rang de professeur(a) adjoint(e) ou professeur(e) agrégé(e). Profil idéal: 1. doctorat en finance ou dans un domaine connexe; 2. important dossier de réalisations en

University of Regina

Faculty Positions Available

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With more than 12,000 students, and over 2,500 permanent and casual faculty and staff, and an operating budget of \$112 million, the University of Regina is committed to being a great place to study and work.

FACULTY OF EDUCATION Tenure-Track Positions (2)

- 1) In the area of Educational Administration and Adult Education/Human Resource Development
- 2) In the area of Minority Language Education — Francophone Schools

Two-Year Term Position

In the area of Educational Psychology, specifically, counselling and therapy

FACULTY OF ENGINEERING AND APPLIED SCIENCE Five-Year Term Positions (2)

In the area of Petroleum Systems Engineering

FACULTY OF KINESIOLOGY AND HEALTH STUDIES Tenure-Track Position

CCRF Research Chair in Neuromusculoskeletal Health

For detailed descriptions on these positions, please visit www.uregina.ca/hr/careers

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Regina is committed to achieving a representative workforce and qualified diversity group members are encouraged to self identify on their applications.

University of Regina
3737 Wascana Parkway
Regina, Saskatchewan S4S 0A2
www.uregina.ca

University of Regina



AN INSTITUTE OF TECHNOLOGY
COMMITTED TO STUDENT SUCCESS

APPLIED RESEARCH CHAIR IN OIL SANDS ENVIRONMENTAL SUSTAINABILITY EDMONTON, AB

NAIT is one of Canada's largest institutes of technology, providing education in business, advanced technologies and skilled trades to more than 86,500 students annually at several campuses in Alberta, and is one of the nation's foremost trainers in technology-based education. Since its beginnings in 1960, NAIT has continuously grown and expanded its program offerings to meet the diverse training needs of a global economy. Through its staff of over 2,700 on several campuses in the City of Edmonton and northwestern Alberta, NAIT offers certificate, diploma, and applied degree programs and apprenticeship training.

The Applied Research Chair in Oil Sands Environmental Sustainability (the Chair) is a prestigious research appointment made possible through a generous industry endowment and matched by the Government of Alberta. The Chair will provide scientific investigation and leadership in seeking solutions in oil sands operations, production, resource management, and conservation through the utilization of green chemistry and sustainable process technologies. A more detailed profile is available upon request.

The successful candidate will bring a strong record of achievement in applied research in the field and will have attained recognition for making a major impact in this field. Experience creating and directing research teams as well as presence, and excellent interpersonal and communication skills are needed to develop the role to its full potential. A doctoral degree in a relevant field or the equivalent in education and experience is required.

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. NAIT is an equal opportunity employer, committed to the principle of equity in employment.

To learn more about this exciting opportunity, call Maureen Geldart or Alex Verdecchia at (604) 926-0005 or forward your application package (current CV, letter of application and reference list) in confidence to info@thegeldartgroup.com.

THE GELDART GROUP
Executive Search & Leadership Consulting

CAREERS CARRIÈRES

Concordia University's Faculty of Fine Arts



The Faculty of Fine Arts at Concordia University is seeking qualified applicants for limited-term appointments effective August 15, 2010 to May 31, 2011. Subject to budgetary approval, positions may be available in the following departments:

Music, Studio Arts and/or Theatre.

Appointments will be made at the rank of Lecturer or Assistant Professor, depending upon qualifications. Successful candidates will be expected to teach up to 6 courses during their initial 9.5-month appointment and up to 7 courses per annum if reappointed.

Individuals holding limited-term appointments may be reappointed, given continued funding and need, as well as satisfactory job performance.

Together, initial appointments and subsequent reappointments may not exceed 36 months or a span of 3 consecutive years.

For detailed information on qualifications and application procedures in each department, please refer to our website:

<http://finearts.concordia.ca/officeoftheadvice/jobpostings>

Positions are available until filled. Applications should be sent as soon as possible, but no later than February 26, 2010.

For more information on the Faculty, visit <http://finearts.concordia.ca>.

All qualified applicants are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority. Concordia University is committed to employment equity.



JOE NG/JNE CHAIR IN DESIGN, CONSTRUCTION AND MANAGEMENT OF INFRASTRUCTURE RENEWAL AT MCMASTER UNIVERSITY

The Department of Civil Engineering at McMaster University invites applications from outstanding candidates for the tenure-stream Joe Ng/JNE Chair in Design, Construction and Management of Infrastructure Renewal. Qualified applicants from both the academic and industrial sectors and at all academic ranks will be considered. Applicants must have a bachelor and doctoral degree in Civil Engineering and be eligible for registration as a Professional Engineer in the Province of Ontario. Applications from candidates with a demonstrated record of outstanding research, including refereed journal publications and successful supervision of graduate students, are encouraged. The ideal candidate would have a track record involving innovative experimental and/or high quality theoretical research. Interest in structural rehabilitation and retrofit, with emphasis on seismic design and retrofit of structures, or durability of infrastructure, and sustainable infrastructure design will be considered an asset. Candidates with interest in sustainable construction practices, green design, design-construction integration, intelligent construction methods for better safety, efficiency and management are encouraged to apply. The successful candidate is expected to teach both undergraduate and graduate courses, supervise graduate students, and attract funding from granting agencies and other external sources to support her/his research activities. She/he is also expected to interact closely with the industrial partners of the Department, particularly with those that have funded the chair, and with others in the Faculty of Engineering.

The Joe Ng/JNE Chair is one of four endowed chairs in the Department of Civil Engineering. They are created to link the research activities of the structural and materials engineering, and engineering mechanics groups within the Department of Civil Engineering to industry. The Department of Civil Engineering has state-of-the-art structural testing facilities, access to an advanced computational network, a vibrant research enterprise, and an internationally recognized faculty in both civil and environmental engineering.

Salary and rank are commensurate with experience and qualifications. Applicants are asked to send their curriculum vitae, a statement detailing research and teaching interests, including anticipated areas of research collaboration with existing faculty in the Department, and names of three referees to:

Dr. A. Ghani Rezaqpur, Chair, Department of Civil Engineering and Director, Centre for Effective Design of Structures
McMaster University, 1280 Main St W., Hamilton, Ontario, Canada L8S 4L7
Telephone (905) 525-9140 ext. 24912 / Fax: (905) 525-9688 / E-mail: ceds@mcmaster.ca

Applications review will begin immediately and the appointment will ideally commence July 1, 2010. However, applications will be accepted until the position is filled.

All qualified candidates are encouraged to apply. However, Canadian citizens and permanent residents will be considered first for these positions. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal peoples, members of sexual minorities and persons with disabilities.



recherche dans le domaine de la finance, copacité à développer des programmes de recherche multidisciplinaires et à obtenir des fonds externes de recherche; 3. être un leader à l'échelle nationale et internationale par rapport à vos champs d'expertise; 4. maîtriser le français et l'anglais, tant à l'oral qu'à l'écrit. Si vous croquez posséder ce profil, n'hésitez pas à nous soumettre votre curriculum vitae accompagné d'une lettre d'intention en remplissant le Formulaire d'inscription: <http://www.kennelfracine.com/fr/applyjob.ch2?id=154>. Les enseignements reçus seront traités en toute confidentialité. L'Université de Moncton soutient la diversité et à l'équité en matière d'emploi. Conformément aux exigences relatives à l'immigration au Canada, ce concours s'adresse en priorité aux citoyens et citoyens canadiens ainsi qu'aux personnes ayant obtenu le droit d'établissement au Canada. www.kennelfracine.com.

FRENCH STUDIES – St. Jerome's University. The Department of Italian and French Studies at St. Jerome's University (in the University of Waterloo) invites applications for a tenure-track appointment at the rank of Assistant Professor, commencing July 1, 2010. The successful candidate will have a PhD in French Linguistics. The Department is interested in candidates who will have a wide knowledge of the cultures of both France and Quebec as well as native or near-native fluency in both French and English. Given the importance of teaching at St. Jerome's, the successful candidate will have extensive experience and proven excellence in undergraduate teaching, including courses in French language and linguistics, social linguistics, the history of French and English as languages in contact, phonetics, and translation. St. Jerome's University, situated in the heart of the University of Waterloo campus, is a public Roman Catholic university federated with the University of Waterloo since 1960. With over 1,000 undergraduate students are registered at St. Jerome's in its Faculties of Arts and Mathematics, more than

10,000 of the University of Waterloo's students enroll in the courses offered by St. Jerome's each year. Founded in 1885, St. Jerome's University remains committed to a liberal arts undergraduate education that addresses the student as a whole person, including the intellectual, social, and spiritual dimensions. For more information on our university, visit our website at www.sju.ca. Applications from women and men who are familiar with the traditions of the Roman Catholic faith are encouraged. The base salary is \$68,158. The closing date for applications is February 26, 2010. Applications should contain a detailed letter explaining the candidate's interest in and suitability for the position, a curriculum vitae, a statement of the candidate's teaching philosophy and research agenda, and three confidential letters of recommendation (sent under separate cover by the referees or as part of the candidate's graduate school dossier). Please address applications to Dr. Gabriel Niccoli, Chair, Department of Italian and French Studies, St. Jerome's University, 290 Westmount Road North, Waterloo, Ontario, Canada N2L 3C3. In accordance with Canadian Immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents of Canada. St. Jerome's University is committed to the principles of employment equity.

G

GEOMATICS – University of Waterloo. The Department of Geography and Environmental Management at the University of Waterloo invites applications for a tenure track SHARCNET Research Chair in Geomatics at the assistant professor level. Preference will be given to applicants with expertise in climatology and climate modelling, and with teaching experience in physical geography (Earth system science). Candidates must

have a PhD and a proven research record in one or more of the following areas: record of ocean-atmosphere processes, especially related to sea ice, within the global climate system; the application of heritage and state of the art Earth observation measurements in climate models; cryosphere, microclimate and/or hydrological feedbacks at local to regional scales in the climate system. Expertise in the impacts of climate change on natural and human systems will be an added advantage. The successful candidate will have a research program that requires high performance computing (HPC) facilities, such as those provided by SHARCNET. SHARCNET is a consortium of colleges and universities that share a network of high performance computers, linked by advanced fibre optics. The SHARCNET Research Chair in Geomatics will be expected to enhance research, using HPC to promote interdisciplinary studies in interaction with departments, the newly established interdisciplinary Centre on Climate Change (ICC3) and partner institutions. The Department of Geography and Environmental Management is part of the Faculty of Environment, which also includes the Department of Environment and Resource Studies, School of Planning, School of Environment Enterprise and Development, and Centre for Knowledge Integration. For additional information see: <http://www.environment.uwaterloo.ca/>. The anticipated starting date is July 1, 2010. Applications must include statements of career objectives, research interests, and the applicant's approach to teaching and learning. Applicants must include with the letter of application a C.V. and the names (with contact information) of four referees. Referees will be contacted for those included in the short list after an initial review of applications that will commence on February 28, 2010 and continue until the position is filled. The appointment is subject to budgetary approval. Applications should be sent to: Chair, SHARCNET Research Chair Search Committee, De-

CANADA'S PREMIER UNDERGRADUATE EXPERIENCE



WWW.STFX.CA

DEAN, FACULTY OF ARTS

ST. FRANCIS XAVIER UNIVERSITY, a leading primarily undergraduate university in Canada, is seeking a Dean, Faculty of Arts, with appointment expected July 1, 2010. SIFX prides itself on the excellence of its teaching and research, the strength of its traditions, the success of its graduates, and its strong commitment to community development and social justice. The University offers an intimate learning environment and a curriculum that encompasses Faculties of Arts, Science, Education, Business and Information Systems, as well as a School of Nursing and the Coady International Institute. There are 4500 students from across Canada and around the world with 260 full-time faculty dedicated to providing students with a post-secondary education conducive to intellectual and personal growth. The University is in the midst of an impressive infrastructure renewal program.

The Faculty of Arts offers degrees in the Humanities, Social Sciences and Fine Arts, as well as offering interdisciplinary programs in Aquatic Resources, Canadian Studies, Catholic Studies, Development Studies and Women's Studies.

SIFX has a strong commitment to research, and is successful in national granting agency competitions. SIFX counts among its faculty CRCs and holders of SSHRC, NSERC, CIHR and NSHRF grants, as well as scholars with internationally acclaimed records of publication.

The position of Dean of Arts requires strong leadership, administrative abilities and a proven record of scholarship. We seek an individual with demonstrated interpersonal skills who is able to interact with students, faculty, and senior administrators. The successful candidate will encourage and promote the development of innovative strategies to maintain our current excellence in teaching and research, and will foster the highest possible level of intellectual culture on campus. A keen awareness of the diverse nature and needs of the Humanities, Social Sciences and Fine Arts is essential. The new Dean of Arts will also show initiative in recruiting and retaining faculty and students.

The normal term of appointment is up to six years and is renewable. St. Francis Xavier University is committed to the principles of employment equity. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be given priority.

Nominations or expressions of interest should be directed, in confidence, to the address shown below.

The Search Committee will begin to review expressions of interest February 15, 2010.

Dr. Sean Riley
President and Vice-Chancellor
St. Francis Xavier University
PO Box 5000
Antigonish NS, B2G 2W5
www.stfx.ca
deansearch@stfx.ca

CAREERS CARRIÈRES

partment of Geography & Environmental Management, Faculty of Environment, University of Waterloo, Waterloo, ON, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native persons, and individuals with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. This appointment is subject to the availability of funds.

■ **GEOTECHNICAL/MINING ENGINEERING** – University of Toronto. The Department of Civil Engineering at the University of Toronto invites applications for a tenure stream position at the Assistant Professor level. The appointment to this position will be made 1 July 2010, or as soon as possible thereafter. Candidates are sought with a strong background either in mining engineering or geotechnical engineering. The Department of Civil Engineering at the University of Toronto is committed to excellence in teaching and interdisciplinary research. The successful candidate will be associated with the Lassonde Institute for Engineering Geoscience and the Lassonde Mineral Engineering Program. The Lassonde Institute promotes and facilitates cross-disciplinary research related to challenges facing the mineral and energy sectors. Construction is currently in progress for the new home of the Lassonde Institute, a \$20-million mining innovation centre to be completed by early 2011. The Lassonde Mineral Engineering Program is an interdisciplinary and interdepartmental course of study offered by the Department of Civil Engineering that crosses traditional barriers in university education. Graduates gain a diversified education in the areas of mineral geology and other relevant applied science and engineering that makes them highly sought out by industry, consulting and research establishments. The successful applicant is expected to have excellent communication skills, to be able to supervise graduate students, and to teach undergraduate and graduate courses in the Civil Engineering Program and the Lassonde Mineral Engineering Program. Candidates should hold a doctoral degree and be eligible for registration as a Professional Engineer in Ontario. Salary will be commensurate with qualifications and experience. Interested candidates are encouraged to apply on-line at <http://www.jobs.uwaterloo.ca/faculty.htm>. If you are unable to apply online, please send your ap-

plication to Professor Brenda McCabe, Chair, Department of Civil Engineering, University of Toronto, 35 St. George Street, Room GB 107, Toronto, Ontario, M5S 1A4. Application should include a detailed curriculum vitae (including publications and evidence of capacity and impact), a description of research, teaching and professional interests, and a list of at least four professional and character references. The closing date for receipt of applications is March 15, 2010. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **GOVERNANCE PUBLIQUE (CHAIRE)** – Université de Moncton. L'Institut canadien de recherche en politiques et administration publiques (ICRAP), fondé en 1983, est situé sur le Campus Moncton de l'Université de Moncton. Organisme à but non lucratif, l'ICRAP encourage des recherches fondamentales et appliquées sur l'analyse des dynamiques économiques, sociales, politiques et culturelles qui sous-tendent le développement des régions, des territoires et des collectivités canadiennes et du Canada atlantique. Pour poursuivre sa mission et assurer son rayonnement et son influence, l'ICRAP recherche activement une ou un TITULAIRE DE LA CHAIRE LOUIS-J. ROBICHAUD EN GOVERNANCE PUBLIQUE. Dans le cadre de vos fonctions, vous êtes appelé à guider un programme de recherche autour des thématiques de la gouvernance et de l'administration publique et à collaborer avec le personnel enseignant et de recherche de l'Université de Moncton. La Chaire Louis-J. Robichaud en gouvernance publique vise le développement de nouvelles connaissances et la transfert de ces connaissances aux intervenants et institutions intéressés. Le programme de recherche touchera notamment, mais non exclusivement, les questions relatives à l'analyse des politiques économiques et sociales, des mécanismes et modèles de gouvernance ainsi que des relations intergouvernementales. Vous aurez aussi une responsabilité d'enseignement dans un département de l'Université de Moncton qui offre des cours en lien avec vos domaines

de spécialisation. Votre mandat est d'une durée de cinq ans renouvelable et vous occuperez un poste équivalent à la permanence au rang de professeur(e) adjoint(e) ou de professeur(e) agrégé(e). Profil idéal: 1. doctorat avec une spécialisation en science politique, en administration publique ou dans un domaine connexe; 2. important dossier de recherche; 3. être un leader à l'échelle nationale et internationale par rapport à vos champs d'expertise; 4. maîtriser la français et l'anglais, tant à l'oral qu'à l'écrit. Si vous croyez posséder ce profil, n'hésitez pas à nous soumettre votre curriculum vitae accompagné d'une lettre d'intérêt en remplissant le Formulaire d'inscription: <http://www.kennifracine.com/fr/approbz/dh27d-153>. Les renseignements reçus seront traités en toute confidentialité. Université de Moncton soustrait à la diversité et à l'équité en matière d'emploi. Conformément aux exigences relatives à l'immigration au Canada, ce concours s'adresse en priorité aux citoyens et citoyennes canadiens ainsi qu'aux personnes ayant obtenu le droit d'établissement au Canada. www.kennifracine.com.

H

■ **HUMANITIES** – University of King's College. The University of King's College invites applications for the position of Teaching Fellow in the Foundation Year Programme. This is a one-year contract beginning 1 July 2010, with two possible renewals subject to review and budgetary approval. Duties include teaching and marking responsibilities in an interdisciplinary and team-taught programme for first-year students which considers the Western tradition (including works of literature, philosophy, religion and art) from the ancient world to the present. Teaching Fellows conduct tutorials of approximately 15 students for four to eight hours a week plus attend lectures for 8 hours. All candidates will have an MA or equivalent in some area of humanities or social sciences as a minimum. Salary: approximately \$36,177-\$41,628 (2009-2010). A letter of application, with a curriculum vitae, three letters of reference and a teaching dossier, should be sent to Dr. Peggy Heller, Director, Foundation Year Programme, University of King's College.

CANADA'S PREMIER UNDERGRADUATE EXPERIENCE



DEAN, FACULTY OF SCIENCE

ST. FRANCIS XAVIER UNIVERSITY, Canada's leading primarily undergraduate university is seeking a Dean, Faculty of Science, with appointment expected July 1, 2010. SIFX prides itself on the excellence of its teaching and research, the strength of its traditions, the success of its graduates, and its strong commitment to community development and social justice. The University offers an intimate learning environment and a curriculum that encompasses Faculties of Arts, Science, Education, Business and Information Systems, as well as a School of Nursing and the Coady International Institute. There are over 4500 students from across Canada and around the world and 260 full-time faculty dedicated to providing students with a post-secondary education conducive to intellectual and personal growth. The University is in the midst of an impressive infrastructure renewal program and has added a state-of-the-art physical sciences building.

The Faculty of Science offers Bachelor of Science degrees in the departments of Biology, Chemistry, Earth Sciences, Human Kinetics, Human Nutrition, Mathematics, Statistics and Computer Science, and Physics, as well as in the School of Nursing and in interdisciplinary programs in Aquatic Resources and in Environmental Sciences. SIFX also offers a Master of Science program in several departments and a Diploma in Engineering.

SIFX has a strong commitment to research in the sciences. The University has consistently been a leader among Canada's primarily undergraduate universities both in total NSERC funding and proportion of grant-holding faculty. The University has received significant funding through the CFL and AIF programs.

The position of Dean of Science requires strong leadership, administrative abilities and a proven record of scholarship. We seek an individual with demonstrated interpersonal skills who is able to interact with students, faculty, and senior administrators; someone who will encourage and promote the development of innovative strategies to maintain our current excellence in teaching and research, and to pursue new opportunities. A keen awareness of the diverse nature of basic, interdisciplinary and applied sciences is essential. The successful individual will also show initiative in recruiting and retaining faculty and students.

The normal term of appointment is up to six years and is renewable. St. Francis Xavier University is committed to the principles of employment equity. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be given priority.

Nominations or expressions of interest should be directed, in confidence, to the address shown below.

The Search Committee will begin to review expressions of interest January 31, 2010.

Dr. Sean Riley
President and Vice-Chancellor
St. Francis Xavier University
PO Box 5000
Antigonish NS, B2G 2W5
www.stfx.ca
deansearch@stfx.ca



Assistant/Associate Professor Community Health & Humanities FACULTY OF MEDICINE

» Competition Number: YPA # MED1-2008 001

This is a tenure track, faculty position at the level of Assistant or Associate Professor in the Faculty of Medicine, Memorial University of Newfoundland. The position will be based at the Labrador Institute, Happy Valley-Goose Bay, with full access to the Institute's facilities. The position also will have access to resources within the Faculty of Medicine, Memorial University. This position reports to the Associate Dean, Division of Community Health and Humanities.

The successful candidate will be expected to develop their own research agenda relative to the needs of the northern and aboriginal peoples of the region in collaboration with local communities and health workers. In addition, it is expected that the position will assist in building local research capacity including advising/collaborating on research proposal development, applying for grants, the utilization and creation of databases and the dissemination of knowledge. It is anticipated that the position will work closely with Labrador-Grenfell Health; the Labrador Institute; the Nunatsiavut Department of Health and Social Development; Sheshashit Innu Health Commission and Mushuau Innu Health Commission; and communities in the region. The individual would be expected to participate in appropriate activities of the Division of Community Health and Humanities, Faculty of Medicine including teaching, strategic planning and student support.

Candidates must have knowledge of northern and aboriginal health issues and the ability to develop a productive related research program supported by external funding. Ideally, candidates should possess a PhD in an appropriate health-related field. However, candidates who do not possess a PhD but have relevant experience and are willing to commit to a PhD program will be considered. The successful candidate will have experience in interdisciplinary collaboration, experience in community-based participatory research, and an appreciation for the ethical complexities of health research involving aboriginal peoples.

A completed earned doctorate is required for the appointee to receive the rank of Assistant Professor or Associate Professor and to be in a tenure-track position. If a successful candidate has not completed an earned doctorate, he/she shall be appointed to a regular term, non-renewable three-year appointment at the rank of Assistant Professor. If the candidate completes all the requirements for the doctorate during the first 24 months of the term appointment, he/she shall begin a tenure-track appointment following completion of the requirements of the degree. To be appointed at the rank of Associate Professor, candidates must have the current rank of Associate Professor or be in the 6th year of service as an Assistant Professor with appointment at the higher rank as recommended by the Search Committee and the Dean.

This position is based in Happy Valley-Goose Bay a community of 8,600 and an administrative center for Labrador. Happy Valley-Goose Bay is a good place for bringing up families and offers great opportunities for outdoors activities. Innu, Inuit, Labrador Métis are part of the diverse culture in the region.

The Labrador Institute of Memorial University was established to stimulate, coordinate, and support University projects to promote the well-being of the people of Labrador and to expand the Labrador knowledge base. Its location in Happy Valley-Goose Bay increases the opportunity to work directly with aboriginal groups and to be attuned to the Labrador context and issues. The Institute identifies research opportunities in which the capabilities of the University can address community concerns and contribute to increased knowledge and skills in Labrador. The research center in Happy Valley-Goose Bay will be within the area designated as the Canadian Circumpolar Region and as such provide enhanced opportunities for obtaining research grants.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to more than 18,000 students, Memorial provides a distinctive and stimulating environment for learning.

Applications should be received by the Division of Community Health and Humanities by March 31st, 2010.

Applications should be addressed to: Associate Dean, Division of Community Health and Humanities, Faculty of Medicine, Memorial University, A1B 3Y6. Applications can be submitted electronically to brendah@mum.ca or by fax: (709) 777-7382. Please quote YPA # MED1-2008-001.

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority.



BULLETIN SUBSCRIPTION FORM

NAME _____

ADDRESS _____

CITY _____ PROVINCE/STATE _____

COUNTRY _____ POSTAL/ZIP CODE _____

10 ISSUE SUBSCRIPTION
☐ Canada \$25.00 + GST OR HST ☐ U.S.A. \$35.00 CA ☐ Overseas \$65.00 CA

PAYMENT
☐ VISA / Mastercard / Amex CARD ☐ EXP /

CARDHOLDER NAME _____

☐ Cheque / Money Order Endorsed
☐ Bill Me
☐ Please do not trade my name with others

MAIL TO: 2705 Queensview Drive, Ottawa, ON K2B 8K2



CAREERS CARRIÈRES

Halifax, Nova Scotia, B3H 2A1. Complete applications, along with letters of reference, should be received in hardcopy format by Friday, 19 March 2010. The position is subject to enrolment and budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens, permanent residents and those eligible under the North American Free Trade Agreement. The University of King's

College is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are strongly encouraged to apply.

■ **HYDROLOGY** — McMaster University, The School of Geography and Earth Sciences (SGES) at McMaster University in Hamilton, Ontario, Canada invites applications for a full-time tenure track position at the Assistant

Professor level beginning July or September 1, 2010 in cold regions hydrology. Qualified candidates at more senior levels will be considered under exceptional circumstances. McMaster University is among leading Canadian universities with 24,000 full-time undergraduate and 3,000 graduate students. SGES has 29 full-time faculty members with more than 1/3 of them focusing on water related research. The Hydro-

logical Sciences program of SGES has an excellent national and international reputation for research and teaching in cold-regions hydrology. For further information about the SGES please visit: www.science.mcmaster.ca/geog/. The successful candidate must have a PhD in hydrology, physical geography or earth and environmental sciences at time of appointment. We are particularly interested in an individual with a strong back-

ground or research experience in physical hydrology and who undertakes field research in snow, ice and/or frozen ground hydrology. Real processes. Research experience in other regions is preferred. The candidate is expected to develop a well funded, externally supported research program. The applicant should have a strong commitment to undergraduate/graduate teaching and supervising graduate students. Research experience is not required for Canadians and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applicants should send a cover letter outlining their research interests, a copy of their curriculum vitae, a brief teaching dossier including a statement of teaching philosophy (max. 2 pgs) and evidence of teaching effectiveness. These materials may be sent as hard copy or as a pdf file. Electronic copies of no more than three published reports or works in progress may also be sent to the Chair of the Search Committee by the closing date of 15 February 2010. Candidates are required to ensure that three referees send letters of recommendation to the Search Committee by the closing date. Evaluation of files will begin on the receipt of: Dr. John Eyles, Chair, Search Committee, School of Geography and Earth Sciences, General Sciences Building, Room 206, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada, L8S 4K1; Tel: (905) 525-9140, Ext. 23152; Fax: (905) 546-0463, Email: eyles@mcmaster.ca.

■ **MANAGEMENT SCIENCES (BEHAVIOURAL SCIENCES)** — University of Waterloo, The Department of Management Sciences, Faculty of Engineering, at the University of Waterloo invites applications for a full-time, professional appointment in Behavioural Sciences at any level to begin May 2010 or later. Applicants should hold a PhD, or be near completion of their doctorate, and have a background in organizational behavior, psychology, sociology, industrial/systems engineering or a related field. We seek individuals who have demonstrated research and teaching potential in applied aspects of technology use, decision making, new product development, socio-technical systems or human computer interaction. Ability to conduct experimental research is essential and interest in problems arising from the workplace is highly desirable. An undergraduate degree in engineering will be an asset. Management Sciences is a dynamic and growing interdisciplinary department in the Faculty of Engineering that has active research and teaching activities in Information Systems, Operations Research and Management of Technology. The Department offers a co-op undergraduate degree in Management Engineering (MEng), as well as MScSAS and PhD programs. Applications are to be submitted electronically at <https://www.manorsci.uwaterloo.ca/OFAS/>. Applicants should submit a cover letter along with a curriculum vitae detailing educational background, research and work experience, and copies of up to four selected publications. Letters of recommendation are not required on application but will be requested if a candidate is shortlisted. Consideration of candidates will take place as applications are received, and continue until the positions are filled. For further information, please contact the Chair of Management Sciences, Dr. Elizabeth Jewkes, Department of Management Sciences, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Email: ejewkes@uwaterloo.ca. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. The University encourages applications from all qualified individuals including women, members of visible minorities, and persons with disabilities.

■ **MANAGEMENT SCIENCES (HUMAN COMPUTER INTERACTION)** — University of Waterloo, The Department of Management Sciences at the University of Waterloo invites applications for full-time faculty appointments in Information Systems, Operations Research and Management of Technology at the assistant, associate or full professor level to start May 2010 or later. Applicants should hold a PhD, or be near completion of their doctorate, and have demonstrated research and teaching potential in industrial/systems engineering, computer science or related areas, or be near completion of their doctorate. The Department offers a co-op undergraduate degree in Management Engineering (MEng), as well as MScSAS and PhD programs. Examples of courses that could be taught by the successful candidate include: Human-Computer Interaction, Digital Computation, Algorithms and Data Structures, Database Systems, Information Systems Analysis and Design, Principles of Software Engineering, Decision Support Systems, Business Processes and Information Technology. The successful candidate will join a dynamic and growing interdisciplinary department in the Faculty of Engineering that has active research and teaching activities in Information Systems, Operations Research and Management of Technology. Applications are to be submitted electronically at <https://www.manorsci.uwaterloo.ca/OFAS/>. Applicants should submit a cover letter along with a curriculum vitae detailing educational background, research and work experience, and copies of up to three selected publications. Letters of recommendation are not required on application but will be requested if a candidate is shortlisted. Consideration of candidates will begin as applications are received, and continue until the positions are filled. For further information, please contact the Chair of Management Sciences, Dr. Elizabeth Jewkes, Department of Management Sciences, Faculty of Engineering, 200 University Avenue West, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Email: ejewkes@uwaterloo.ca. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. The University encourages applications from all qualified individuals including women, members of visible minorities, and persons with disabilities.

■ **MANAGEMENT SCIENCES (OPERATIONS RESEARCH)** — University of Waterloo, The Department of Management Sciences at the University of Waterloo invites applications for full-time, professional appointments in Operations Research at any level to begin May 2010 or later. Applicants should hold a PhD, or be near completion of their doctorate, and have a strong research background in industrial/systems engineering or a related field. We seek individuals who have demonstrated research and teaching potential in areas such as: stochastic modelling, queueing theory, simulation, decision analysis, stochastic processes, work processes and facility design. Applications are to be submitted electronically at <https://www.manorsci.uwaterloo.ca/OFAS/>. Applicants should submit a cover letter along with a curriculum vitae detailing educational background, research and work experience, and copies of up to four selected publications.

College of Humanities and Social Sciences United Arab Emirates University

UAE University is the largest and most comprehensive federal university in the United Arab Emirates. It has some 13,000 students, 1,000 faculty members and offers well over 70 programs at all levels through ten Faculties, of which the College of Humanities and Social Sciences is the largest. The University is developing rapidly into a research-intensive, globally recognized institution, and has high expectations for the research capacity of its faculty members. English is the language of instruction. We are currently seeking faculty members in the following disciplines:

FINE ARTS (preference for VISUAL or FILM ARTS)

Building existing studies in film and theatre, the Faculty is developing a new program in the Fine Arts. It is seeking a faculty member in **Visual Arts or Film Studies** who can join the team of people elaborating and offering the new program. Candidates must hold the PhD. Open to any rank.

Address queries about the positions to **Dr. Dennis Leavens, Associate Dean, Humanities**, at dleavens@uae.ac.ae. University policy requires all applications to be completed on its website: www.uaeu.ac.ae. "Jobs". Further information can be found there.

SOCIAL WORK

The Social Work department offers a BSW program and is currently developing an MSW program. The Department of Social Work is recruiting full-time faculty members for 2010-11 in the following fields:

- (1) **Social Policy** at Assistant, Associate or full Professor rank.
- (2) **Social Work Practice** at Assistant and Associate Professor rank.

The University is becoming a research-intensive institution and has high expectations for the research capacity of faculty members. The Department offers an evidence-based approach to social work practice. Its curriculum includes both a social policy/research sequence and a work experience (practicum) sequence. The Department is currently developing an MSW program. English is the university's language of instruction but most clients with whom students interact are Arabic speakers. Capacity in both English and Arabic is preferred for candidates for the position in social work practice.

Address queries about the positions to **Dr. Robert Villa, Chair, Social Work, United Arab Emirates University**, at rvilla@uae.ac.ae. University policy requires all applications to be completed on its website: www.uaeu.ac.ae. "Jobs".

SOCIOLOGY OF RAPID CHANGE

(with a focus on FAMILY AND GENDER)

The College of Humanities and Social Sciences is looking for applications and nominations of outstanding faculty at the ranks of associate and full professor for a cluster of specialists from several disciplines in the **Sociology of Rapid Change**, with a particular focus on **Family and Gender**. Candidates must have outstanding research records and an active ongoing research agenda. Apart from ongoing research work, the primary responsibility will be teaching and guiding doctoral students.

There is additional information on at www.uaeu.ac.ae. "Jobs".

Please address any nominations or queries to **Dean Donald N. Baker** at donaibaker@uae.ac.ae.

NEURO-LINGUISTICS

The College of Humanities and Social Sciences is looking for applications and nominations of outstanding faculty at the ranks of associate and full professor for a cluster of specialists in **Neuro-Linguistics**. Candidates must have outstanding research records and an active ongoing research agenda. Apart from ongoing research work, the primary responsibility will be teaching and guiding doctoral students.

There is additional information on at www.uaeu.ac.ae. "Jobs".

Please address any nominations or queries to **Dean Donald N. Baker** at donaibaker@uae.ac.ae.

UAEU
United Arab Emirates University
College of Humanities and Social Sciences



HASKAYNE School of Business



Richard F. Haskayne, OC, FCA, Chair in Accounting

The Haskayne School of Business at the University of Calgary invites nominations and applications for the Richard F. Haskayne, OC, FCA, Chair in Accounting.

The holder of the Haskayne Chair will provide leadership in scholarly research in the field of Accounting and will interact in a significant way with the business and professional accounting communities. Candidates must have a Ph.D., an outstanding research record in pinnacle academic journals, a record of collaboration with industry, and proven ability to work effectively with colleagues and graduate students to build a strong research culture. Credentials should be appropriate for appointment at the rank of full professor or senior associate. High motivation for teaching at both graduate and undergraduate levels is also required.

Accredited by AACSB International, the Haskayne School is a progressive and innovative school with an international reputation for influencing the practice of management and leadership through quality teaching and research. With 77 full-time academics, of whom 7 are chaired professors, and more than 3,000 full and part-time students currently enrolled in bachelor's, master's, Ph.D. and executive education programs, the School boasts more than 17,000 alumni in 70 countries around the globe. For more information, visit www.haskayne.ucalgary.ca.

The Haskayne School is located in Calgary, a major city with a population of just over one million. With the highest concentration of head offices of any metropolitan centre in Canada and one of the best educated populations in North America, Calgary continues to build on the success of its energy, high-tech, financial services and tourism sectors. The Haskayne School benefits from having established strong ties to the business community and takes pride in working with its partners to produce highly-qualified graduates. Situated in the foothills of the pristine Canadian Rocky Mountains, Calgary offers excellent year-round recreational opportunities and is rich in arts, culture and entertainment.

All qualified candidates are encouraged to apply. The University of Calgary respects, appreciates and encourages diversity. Consideration of candidates will continue until the position is filled. Applications should include a curriculum vitae and a one-page statement of research interests. All correspondence should be submitted in confidence to the address below.

Janet Wright & Associates Inc.
174 Bedford Road
Toronto, Ontario M5R 2K9
haskaynechair@wasearch.com

Janet Wright & Associates Inc.

Senior-level recruitment for the public and not-for-profit sectors
www.wasearch.com



CAREERS CARRIÈRES

Letters of recommendation are not required on application but will be requested if a candidate is shortlisted. Consideration of candidates will take place as applications come in and will continue until the positions are filled. For further information, please contact the Chair of Management Sciences, Dr. Elizabeth Jewell, Department of Management Sciences, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Email: ewj@uwaterloo.ca. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. The University encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

MATHEMATICS – University of Waterloo. Applications are being accepted for one or more positions of Lecturer in the Centre for Education in Mathematics and Computing beginning on 01 August 2010. Applicants should have a minimum of a Master's degree in the mathematical or computer sciences. Demonstrated problem solving skills in mathematics and/or computing as well as interest in and experience with mathematics and/or computing content at the secondary school level are essential. Candidates with 5 years of recent experience teaching in a secondary school are strongly encouraged to apply. Duties will include undergraduate teaching and participation in activities of the Centre for Education in Mathematics and Computing, including in the Faculty's secondary school outreach program. Salary range is commensurate with qualifications and experience. The closing date for applications is 2 April 2010. This appointment is subject to the availability of funds. Send curriculum vitae and arrange for three letters of reference to be sent directly to Ian Whitburgh, Director, Centre for Education in Mathematics and Computing, Faculty of Mathematics, University of Waterloo, Waterloo, ON, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities; however, Canadian Citizens and Permanent Residents will be given priority.

MECHANICAL & MECHANOTRONICS ENGINEERING (GREEN ENERGY) – University of Waterloo. The Department of Mechanical and Mechatronics Engineering at the University of Waterloo invites applications from

outstanding individuals for a tenure-track position at the assistant, associate, or full professor rank in support of the Master of Engineering Certificate program in green energy. Applicants are sought with research expertise and background in one of the following research areas: wind energy, solar energy, fuel cells, hydrogen storage and building energy research. Research in other areas that support green and alternative fuels and energy sources, advanced energy conversion systems, energy conservation and management, will also be considered. Applicants must have excellent communication skills, and hold a PhD in Mechanical Engineering or a closely related discipline with relevant experience, potential or proven ability for excellence in teaching and research. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate and undergraduate student research, and undertaking an active research program. Applicants should send their full curriculum vitae, a concise research and teaching vision statement, and the names of three references to: Dr. Pearl Sullivan, Chair, Department of Mechanical and Mechatronics Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Email: mechadm@mech.uwaterloo.ca. Applications will be accepted until suitable candidates are found. Eligibility for registration as a Professional Engineer is a requirement. The successful applicant is expected to have an engineering license for practice in Canada or to apply for an engineering license with the Professional Engineers of Ontario within five years. The salary will be commensurate with qualifications and experience. In accordance with Canadian Immigration policy, Canadian citizens or landed immigrants who meet the qualifications will be given priority for appointment. Information about the Faculty and Department can be found at www.engineering.uwaterloo.ca and www.mme.uwaterloo.ca. The University of Waterloo encourages applications from all qualified women and men, members of visible minorities, native peoples and persons with disabilities.

MECHANICAL ENGINEERING (CNC TOOL II, BIOMEDICAL) – McMaster University. The Faculty of Engineering at McMaster University recently selected Bioengineering as an important growth area with respect to interdisciplinary research and educational programs and has established the McMaster School of Bioengineering. The school pro-

vides excellent opportunities to develop multidisciplinary undergraduate, graduate and research programs involving strong collaborations between the Faculties of Engineering and Health Sciences. In support of this initiative, the Department of Mechanical Engineering is seeking an outstanding individual for a Tier II Canada Research Chair (CRC) in biomechanics. This tenure-track appointment will be at the level of Assistant or

Associate professor and will commence July 1, 2010. Applicants will hold a doctorate in Biomechanics, Biomedical Engineering or Mechanical Engineering, and be registered, or eligible for registration, as a Professional Engineer in Ontario. Postdoctoral training and/or industrial experience are preferred. Although all areas of biomechanics will be considered, primary consideration will be given to applicants with research interest in

orthopaedic biomechanics and tissue engineering. Canada Research Chairs are subject to review and approval by the CRC Secretariat. Further details on the CRC Program can be viewed at: <http://www.chairs.gc.ca>. Applicants must demonstrate a successful record of research, reflected in extramural grant acquisition and publication in high quality peer-reviewed journals. The recruited individual will teach both undergraduate

and graduate level courses, develop graduate level biomechanics courses, and support departmental growth in this area. He/she will also be expected to establish a strong externally funded research program, supervise graduate student research, and foster the already existing collaborations with other departments including the Faculty of Health Sciences. Send an application letter, resume, statements on research and



Laurentian University
Université Laurentienne

Multiple Faculty Positions Available

All positions are subject to budgetary approval.

Laurentian University (LU) is located in Sudbury, an attractive modern city offering unique cultural, recreational, and educational opportunities. For further info see <http://www.sudburytourism.ca>. LU is a bilingual institution and an equal opportunity employer. It has a policy of passive bilingualism (English/French) as a condition of tenure.

LU is committed to equity in employment and encourages applications from all qualified applicants, including women, aboriginal peoples, members of visible minorities and persons with disabilities. All qualified candidates are encouraged to apply, however, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

LU has multiple faculty positions to offer starting July 1, 2010. Applications will be reviewed commencing February 1, 2010 and will be accepted until a nominee is found.

Commerce – Marketing [AD #1]

A tenure track position in Marketing. Teaching duties may include both undergraduate and master's levels. Applicants should possess a relevant doctorate or be in the final stages of completing their dissertation.

Commerce – Marketing or HR Position for the Laurentian at Georgian Program in Barrie [AD #2]

A tenure track position in Marketing or Organizational Behaviour. Candidates who possess a double major and are able to teach in two functional areas will be given special consideration. Teaching duties may include both undergraduate and master's levels. Applicants should possess a PhD in Marketing or OB from a recognized university.

Engineering – Mechanical Engineering [AD #3]

A tenure track position at the Assistant Professor level. The successful candidate will hold, or be close to completing, a PhD degree in Mechanical, Mechatronics, or Electrical Engineering, and be expected to teach at both the undergraduate and graduate levels. Registration as a Professional Engineer in the Province of Ontario is required upon appointment or as soon as possible thereafter. The language of instruction in the School of Engineering is English. Relevant industrial experience is an asset. Primary areas of teaching and research include, but are not limited to, mechatronics, industrial automation, instrumentation, robotics, microprocessor systems, and electromechanical systems.

Human Kinetics – Sport Psychology [AD #4]

A tenure track position at the Assistant Professor level. The successful candidate will have demonstrated excellence in teaching and will develop a research area in Sport Psychology. Ph.D. in the related field is essential. Teaching could be done in either English or French depending on qualifications.

Social Work [AD #5]

A tenure track position at the Assistant Professor level. The successful candidate will have a PhD in social work with relevant experience. The candidate will teach in one or more of the following areas: community organizing, social justice, community-based research, and ability to teach direct practice courses. Teaching could be done in either English or French depending on qualifications.

Applicants should provide a covering letter clearly of publications, a summary of research interests, a research proposal indicating equipment needs and three letters of reference addressed to:

Office of the Vice-President, Academic and Provost
Laurentian University, 935 Ramsey Lake Road, Sudbury, ON P3E 2C6
or by e-mail to asr@laurentian.ca

LU faculty are part of the LUFA (Laurentian University Faculty Association), information and the Collective Agreement can be found at www.lufapul.ca. More information on the University can be found at www.laurentian.ca.

Postes vacants au sein du corps professoral

Les postes sont comblés sous réserve de l'approbation budgétaire.

L'Université Laurentienne (UL) est située à Sudbury, une ville moderne et agréable offrant des possibilités uniques en matière d'enseignement, de loisirs et d'activités culturelles. Consultez <http://www.sudburytourism.ca>. L'UL est un établissement bilingue et soutient au principe de l'égalité d'accès à l'emploi. Le bilinguisme passif (français - anglais) est une condition d'obtention de la permanence. L'UL soutient aussi au principe de l'équité en matière d'emploi et invite toutes les personnes qualifiées, y compris les femmes, les Autochtones, les membres des minorités visibles et les personnes handicapées à poser leur candidature. Conformément aux exigences du Canada en matière d'immigration, cette annonce s'adresse en premier lieu aux citoyens canadiens et aux résidents permanents.

L'UL désire combler divers postes de professeurs à compter du 1 juillet 2010. Les candidatures seront examinées à compter de février 2010 mais seront acceptées jusqu'à ce que les postes soient comblés.

Commerce – Comptabilité [ANNONCE #6]

Un poste menant à la permanence dans le domaine de la comptabilité. Les candidat(e)s doivent posséder un doctorat en comptabilité ou dans une discipline connexe. Un titre comptable (CA, CGA, CMA) serait considéré un atout. Les personnes qui poursuivent actuellement des études doctorales pourront être considérées pour ce poste si elles s'engagent à compléter leur doctorat dans un délai raisonnable.

Les candidat(e)s doivent faire parvenir une lettre d'accompagnement indiquant le numéro de l'annonce, un curriculum vitae, une liste de publications, un résumé des champs d'intérêts de recherche, un projet de recherche indiquant les besoins d'équipement et trois lettres de recommandations à :

Bureau du vice-recteur aux études et provost
Université Laurentienne, 935, chemin du lac Ramsey, Sudbury (ON) P3E 2C6
ou à asr@laurentienne.ca

Les membres du corps professoral de l'UL font partie de l'APUL (Association des professeurs de l'Université Laurentienne). De plus amples renseignements ainsi que la convention collective figurent à www.lufapul.ca.

Athabasca University

Athabasca University is one of Alberta's four public comprehensive universities accredited by the Government of Alberta. Specializing in distance and online education, Athabasca University delivers education to over 37,000 students per year. Athabasca University is dedicated to the removal of barriers that restrict access to, and success in, university studies, and to increasing equality of educational opportunity for adult learners worldwide.

Assistant/Associate Professor, Marketing, Faculty of Business

Athabasca University's Faculty of Business is home to Canada's largest Executive MBA (www.mba.athabasca.ca) and has one of Canada's largest undergraduate programs (business, athabasca.ca). It also recently launched Canada's first online Doctor of Business Administration (DBA) program. The Faculty is distributed with offices located at Athabasca University's main campus in Athabasca, Alberta and the Centre for Innovative Management in St. Albert, Alberta (a suburb of Edmonton).

Candidates must demonstrate strong research skills and innovative approaches to teaching, be familiar with technology-mediated learning platforms, and be able to make a significant contribution to the development of undergraduate, master's and doctoral level programs. The successful candidate will hold a Ph.D. in Marketing or be ABD and have a combination of relevant teaching, research and management experience. Candidates who have secondary specialties and cross-disciplinary teaching experience are encouraged to apply. An ability to teach business research methods (quantitative and qualitative) at the master's (MBA) and doctoral level (DBA) or international business is of particular value. The successful candidate will be expected to teach in the MBA program. Experience supervising doctoral students is also preferred. All educational credentials must be recognized in Canada.

Please refer to the full job profile within the advertisement on our website at: <http://www1.athabasca.ca/hr/careers/index.html>.

This is a tenure track appointment. Salary will be commensurate with qualifications and experience, and is supplemented by a generous benefits package.

Further information about this position may be obtained from Dr. Alex Kondra, Dean of the Faculty of Business, at (780) 418-6582 or via e-mail: alexk@athabasca.ca. Please note applications will only be accepted through our online recruitment system.

All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. Please visit our website www.athabasca.ca to apply. Applicants should include a letter of application, curriculum vitae, and the names and contact information of three references. This competition will remain open until a suitable candidate is found. Applications will be reviewed beginning March 1, 2010.

People make Athabasca University successful. A commitment to excellence and innovation in an environment that supports teaching, learning and personal development makes AU a satisfying place to work. AU was ranked among Alberta's top 50 employers in 2009. The University is committed to employment equity, and encourages applications from women, indigenous Peoples, persons with disabilities and members of visible minorities.

CANADA'S OPEN UNIVERSITY
www.athabasca.ca



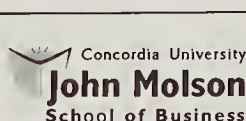
Renforcer l'identité canadienne Building Canadian Identity

Black History Month | Le Mois de l'histoire des Noirs

www.cic.gc.ca/english/multiculturalism/black/events.asp | www.cic.gc.ca/francais/multiculturalisme/noirs/evenements.asp



CAREERS CARRIÈRES



Position Announcement

DEPARTMENT OF ACCOUNTANCY

The Department of Accountancy, John Molson School of Business, at Concordia University is seeking qualified applicants for an extended-term position starting August 15, 2010. The appointment will be made at the rank of Lecturer. Qualifications are as follows: candidates should hold a professional accounting designation and/or a graduate level degree (Master's or Ph.D.) in Accountancy and provide evidence of excellence in teaching. Successful candidates will be responsible for teaching courses at the Undergraduate, Diploma and Master's Degree levels. Salaries are competitive and will be commensurate with qualifications and experience. Applicants will be expected to teach up to seven courses per year. Send applications, including a curriculum vitae, a statement of teaching interests, teaching evaluations and three letters of reference (sent by the referees) to:

Dr. D. Pellet-Rivest, Chair, Department of Accountancy,
JMSB, Concordia University,
1455 de Maisonneuve Blvd., Montreal, Quebec H3G 1M6, Canada.

Appointments are subject to budgetary approval. Positions are available until filled. Applications should be sent as soon as possible but no later than March 15, 2010. All qualified candidates are encouraged to apply. Canadians and permanent residents, however, will be given priority. Concordia University is committed to employment equity.



RYERSON UNIVERSITY

Ryerson University is known for innovative programs built on the integration of theoretical and practically oriented learning. More than 35 undergraduate and graduate programs are distinguished by a professionally based curriculum and strong emphasis on excellence in teaching, research and creative activities. Ryerson is also a leader in adult learning, with the largest university-based continuing education school in Canada.

CHAIR, DEPARTMENT OF PHYSICS

The Department of Physics invites applications or nominations for the position of Chair for a term of up to five years, beginning July 1, 2010. The successful candidate shall be a tenured faculty member, or shall be eligible for tenure upon appointment. The appointment is expected to be at the Associate Professor or Professor level. The Department of Physics has been undergoing a period of exciting development and faculty growth. It offers an undergraduate program in Medical Physics and a master's program in Biomedical Physics, and provides support to various Engineering and Science programs. Furthermore, a doctoral program in Biomedical Physics is anticipated in the near future. For more detailed information about the vision, mission and core values of the Department of Physics, please consult the Department's web page at www.ryerson.ca/physics.

Currently, the Department is comprised of 14 full-time faculty and six staff members. A core group of physicists has secured significant external, peer-reviewed research funding for cutting-edge research in Medical/Biomedical Physics, and established advanced research laboratories at Ryerson University. Research foci include biomedical imaging and therapy using optical and ultrasound techniques, computed tomography, radiation therapy, trace element analysis and computational methods in medicine and biology. Furthermore, these faculty members collaborate extensively with the surrounding biomedical community in what the City of Toronto has designated as the Discovery District, home to seven world-renowned hospitals and more than 30 specialized medical and related sciences research centres. Ideally, the successful candidate will complement these interests, while establishing a research program in the broadly defined field of Medical/Biomedical Physics.

The Chair will be expected to provide leadership in developing and maintaining research and graduate programs, promoting curriculum development, strengthening university relationships with external organizations, administering resources effectively, and encouraging teaching excellence. Under the Chair's leadership, a collegial, vibrant learning environment is expected.

To be eligible, the successful candidate must possess an earned doctorate in Physics or a related field, a demonstrated strong track record of independent research, and documented excellence in teaching. In addition to the required PhD, the successful candidate should have leadership abilities in a collegial environment, and possess strong administrative skills. Additionally, the successful applicant will be a collegial person, an experienced administrator and an effective communicator with faculty, students and the upper administration. Preference will be given to candidates with relevant experience in teaching, research and academic administration, as well as in working in the industry.

Please forward your detailed curriculum vitae, a statement describing how your research interests will complement and broaden the research activities of the Department and the surrounding biomedical community, and the names and addresses of three references, to be received no later than February 28, 2010, to: Dr. M. Lachemi, Dean, Faculty of Engineering, Architecture and Science, Ryerson University, 350 Victoria Street, Toronto, Ontario, M5B 2K3. E-mail: m.lachemi@ryerson.ca. Although applications will be accepted until the position is filled, only those received by the deadline will be guaranteed full consideration. Short-listed applicants will be expected to give a brief public presentation of their administrative, academic and research plans.

This position falls under the Ryerson Faculty Association (www.ryerson.ca/~rfa) jurisdiction. For details on the Ryerson Faculty Association Collective Agreement and the University's RFA Benefits Summary, please visit www.ryerson.ca/hr/working/docs/rfa_collective_agreement_09.pdf and www.ryerson.ca/hr/working/etoolkit/benefits/rfa/ respectively.

Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, members of visible minorities, persons with disabilities and women. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority.

teaching interests, and the names and addresses of at least three references to: Professor S. Habib, Chair, Department of Mechanical Engineering, JHE Rm. 316, McMaster University, Hamilton, Ontario, Canada, L8S 4L7; e-mail: chair.mech@mcmaster.ca. Applications will be accepted until the position has been filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. McMaster is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

MECHATRONIC SYSTEMS ENGINEERING

— Simon Fraser University. The School of Engineering Science at Simon Fraser University is seeking outstanding candidates for tenure track positions at the rank of Assistant Professor for its newly developed program in Mechatronic Systems Engineering (MSE). As of Fall 2007, the School has been offering graduate as well as a Co-op based undergraduate degree programs in MSE at SFU's newest campus in Surrey. The areas of specific interest are: 1) Mechanical/Mechatronic Design with a broad background in design theories and methodologies and hands-on engineering design experience. Special consideration will be given to candidates with demonstrated practical skills in design of mechanical systems in areas such as smart mechanisms, product design, electro-mechanical system integration, and/or

micro-mechanics. 2) Materials Engineering with a strong background in both experimental and theoretical aspects of solid mechanics applied to the development of advanced materials, with particular emphasis on micro/nano materials, multiscala materials, smart polymers and emerging energy and biomedical technologies. Hands-on experience with fabrication, processing and experimental/characterization techniques is desirable. 3) Power Electronics including smart grid, novel power converters and control strategies, smart transmission and distribution systems, sustainable energy systems, distributed power generation, electric and hybrid electric vehicles, energy harvesting, energy storage systems, motor and adjustable speed drives, embedded computing for power electronics, and microgrids. 4) Biomechanics including biomedical technologies, biosensors, bioinstrumentation, neural interfacing and implants, medical robotics, rehabilitation and human augmentation technologies, biomechanical energy conversion, micro/nanotechnologies for diagnostic and therapeutic applications. 5) Sustainable Energy including sustainable energy conversion and storage systems, solar, wind, wave/tidal, and small hydroelectric power systems, fuel cells and batteries, hydrogen technologies, thermoelectric technologies, thermohydraulics of power systems, alternative drive train technologies and green transportation, green and energy efficient buildings. Individuals with an undergraduate and a doctoral degree, from a reputable university in Mechanical/Electrical/Mechatronics Engineering, or a closely related area with a demonstrated

potential for scholarly and funded research in one of the above-mentioned research areas, as well as a commitment to undergraduate/graduate teaching are encouraged to apply. The applicants should identify in their cover letter which one of the above five mentioned areas they are applying to. Preference may be given to candidates with relevant industrial experience. Registration or eligibility to register as a Professional Engineer in the Province of British Columbia is required. The School of Engineering Science has a strong commitment to high quality research and offers an excellent research environment. Initial research support will be provided to the successful applicants for establishing their research program. The University has consistently been placed at or near the top of the Maclean's Magazine's national ranking. SFU Surrey campus offers brand new state-of-the-art facilities in a central location with outstanding access to metropolitan Vancouver. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people, and persons with disabilities. Applications will be accepted until the positions are filled. Positions are available immediately but are subject to final budgetary approval by the University. Further, under the authority of the University Act, personal information that is required by the University for Academic Appointment Competitions will be collected. For further details see: <http://www.ryerson.ca/~rfa>

CHAIR IN HEAVY CONSTRUCTION AT MCMASTER UNIVERSITY

The Department of Civil Engineering at McMaster University invites applications from outstanding candidates for the endowed Chair in Heavy Construction. This tenure-stream appointment will be at the level of Assistant, Associate or Full Professor and will commence July 1, 2010. Qualified applicants from both the academic and industrial sectors and at all academic ranks will be considered. Applicants must have a bachelor degree in Civil Engineering, a doctoral degree with specialization in Construction Engineering or another related field and be eligible for registration as a Professional Engineer in the Province of Ontario. Applications from candidates with a demonstrated record of outstanding research, including refereed journal publications and successful supervision of graduate students, are encouraged. The successful candidate must have a track record in any area of heavy construction. Candidates with interest in sustainable construction practices, green design, design-construction integration, use of robotics and/or intelligent construction methods for better safety, efficiency and management are encouraged to apply. Applicants are expected to teach both undergraduate and graduate courses, supervise graduate students, and attract funding from granting agencies and other external sources to support her/his research. She/he is also expected to interact closely with the industrial partners of the Department, particularly with those that have funded the chair, and with others in the Faculty of Engineering.

The Heavy Construction Chair is one of four endowed chairs in the Department of Civil Engineering. The Chair was established in 2003 with the support of a consortium of construction-related associations, construction and manufacturing companies and the Government of Ontario to promote and foster education and research in the area of heavy construction. The Department of Civil Engineering has state-of-the-art research facilities, access to an advanced computational network, a vibrant research enterprise, and an internationally recognized faculty in both civil and environmental engineering.

Salary and rank are commensurate with experience and qualifications. Applicants are asked to send their curriculum vitae, a statement detailing research and teaching interests, including anticipated areas of research collaboration with existing faculty in the Department, and names of three referees to:

Dr. A. Ghani Razaqpur, Chair, Department of Civil Engineering
and Director, Centre for Effective Design of Structures
McMaster University, 1280 Main St W., Hamilton, Ontario, Canada L8S 4L7
Telephone (905) 525-9140 ext. 24912 / Fax: (905) 525-9688 / E-mail: ceds@mcmaster.ca

Applications review will begin immediately and the appointment will ideally commence July 1, 2010. However, applications will be accepted until the position is filled.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.



LE BULLETIN CHEZ VOUS

NOM

ADRESSE

VILLE

PROVINCE / ÉTAT

PAYS

CODE POSTAL

10 NUMÉROS

☐ Canada 25,00 \$ + TPS ou TVH☐ E-U 35,00 \$ CAN☐ Autres pays 65,00 \$ CAN

MODE DE PAIEMENT

☐ VISA / Mastercard / Amex

NO DE LA CARTE

EXP. /

NOM DE LA CARTE

☐ Chèque / Mandat-poste ci-inclus☐ Facturez-moi☐ Prière de ne pas communiquer mon nom à d'autres personnes

POSTEZ À : 2705, prom. Queensview, Ottawa (ON) K2B 8K2



CAREERS CARRIÈRES

www.shu.ca/vpacademic/Faculty_Openings/
 position... Notice (in French). To apply, send curriculum vitae, evidence of research productivity (including selected reprints) and the names, addresses, and phone numbers of four referees to: Dr. Mehdiad Salif, Professor & Director, School of Engineering Science, Simon Fraser University, 8888 University Drive, Burnaby, BC V6A 1S6, Canada, email: salif@eng.sfu.ca.

MICROBIOLOGY & IMMUNOLOGY – University of Western Ontario. The Department of Microbiology & Immunology at The University of Western Ontario is seeking a candidate for a position as an Assistant Professor in our undergraduate academic curriculum. This is a five-year, limited-term position in which the candidate will be expected to participate in teaching in our undergraduate program in the Department of Microbiology & Immunology. Responsibilities of this position will include lecturing in selected courses, coordinating an undergraduate laboratory course, and providing curriculum development for all courses in the Microbiology & Immunology undergraduate program. Participation on departmental committees, especially the undergraduate education committee, and involvement in academic counselling and outreach will also be expected. The successful candidate must hold a PhD (or equivalent) in one of the following disciplines: Microbiology, Immunology, Biology, Genetics, Molecular Biology or Biochemistry. Applicants should have teaching experience at the undergraduate level that includes both lecture and laboratory based courses. Furthermore, the candidate must have excellent interpersonal, organizational and communication skills, and be able to work independently. Please send detailed Curriculum Vitae, a brief description of teaching experience, and the names of three referees to: Dr. Miguel Valvano, Chair, Department of Microbiology & Immunology, Schulich School of Medicine & Dentistry, The University of Western Ontario, London, ON, Canada, N6A 5C1. Applications will be accepted until April 1, 2010. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Western Ontario is an equal opportunity employer and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

MOLECULAR VIROLOGY – University of Western Ontario. The Department of Microbiology & Immunology is seeking a pro-

batory (tenure-track) faculty member at the level of Assistant or Associate Professor in the area of Molecular Virology. Outstanding candidates will be considered at a high level. The successful candidate will hold a PhD degree, MD, or equivalent and is expected to establish an independent, externally funded research program and collaborate with others at the University, the Roberts Research Institute, and the Lawson Health Research Institute. The Department has strong research programs in the areas of autoimmunity and diabetes, transplantation, viral immunology and molecular microbiology. Priority will be given to candidates with research interests and expertise in viral pathogenesis and viral mediated immune modulation which will complement existing areas of research strength within the Department and the Schulich School of Medicine & Dentistry. The successful candidate will also be expected to participate in the teaching programs of the Department at the undergraduate and graduate levels. Please send detailed Curriculum Vitae, a brief description of research accomplishments and future plans, copies of representative publications, and the names of three referees to: Dr. Miguel A. Valvano, Chair, Department of Microbiology and Immunology, Rm 304, Dental Sciences Bldg, The University of Western Ontario, London, Ontario, CANADA, N6A 5C1. Applications will be accepted until the position is filled. Review of applications will begin after April 1, 2010. This position is subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. For the full and please go to <http://www.uwo.ca/mim/>.

N

NANOTECHNOLOGY ENGINEERING – University of Waterloo. The departments of Chemistry, Chemical Engineering, and Electrical & Computer Engineering at the University of Waterloo invite applications for several positions at the Assistant, Associate, and Full Professor levels. The positions are part of the University's expansion in Nanotechnology Engineering (NE), which includes a new undergraduate degree program in NE (<http://www.nanotech.uwaterloo.ca>). The

initiative is a cross-disciplinary partnership between the three departments which is home to more than 140 faculty members and 600 graduate students. Applications are invited from excellent candidates in the fields of nanoscience and nanotechnology with primary emphasis in the areas of micro/nano instruments (e.g., nanoscale spectroscopy, fluidics) and nanobiosystems (e.g., nanomedicine, biomaterials). Other areas, such as nanoelectronics (e.g., quantum structures, molecular electrostatics and nanomaterials (e.g., nanocrystals, nano-engineered membranes) may also be considered. The successful candidates are expected to establish world-class, independent, externally funded research programs in a research-intensive cross-disciplinary environment. The departments involved in the creation of the NE program are already home to state-of-the-art characterization, analysis, and synthesis research facilities including cleanroom laboratories for nanoscale structures and devices. Excellent research and teaching lab facilities are being established across the university, including a new building complex with lab clusters for nanotech research. The candidates are also expected to develop and teach a broad range of innovative undergraduate and graduate courses in nanoscience and nanotechnology. Interested candidates should forward their curriculum vitae, the names of four referees, a short description of research accomplishments, a teaching statement and a research statement. They may also indicate the department(s) they wish to be affiliated with. The positions will remain open until they are filled. Applications should be sent to: Faculty Hiring Coordinator, Nanotechnology Engineering Program, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, N2L 3G1, Canada. Email: necfahiring@nanotech.uwaterloo.ca (Electronic submissions welcomed). With a student population of 22,000 and six faculties, the University of Waterloo has been rated as the most innovative university in Canada for the 13th year in a row (based on 100 million from metropolitan Toronto). The University of Waterloo is in the Region of Waterloo with a population of 500,000. The area is in the heart of Canada's technology triangle and enjoys one of the fastest growths in Canada. All qualified applicants are encouraged to apply; however, Canadian Citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Candidates are expected to become eligible for Professional Engineering registration in Ontario.

QUEEN'S UNIVERSITY
Kingston, Ontario, Canada

Tenure Track Positions in Accounting

QUEEN'S SCHOOL OF BUSINESS (Queen's University, Kingston, Ontario CANADA) invites applications for one or more tenure-stream positions (subject to budgetary approval) in Accounting (rank open) starting July 1, 2010 (flexible).

QUALIFICATIONS: Preference will be given to candidates interested in financial accounting but candidates interested in managerial accounting and auditing will also be considered. The accounting area comprises eleven dedicated scholars who publish consistently in top journals and seek to influence public policy in Canada and internationally. For more information about our faculty see www.business.queensu.ca/faculty. Candidates must have a PhD or be near completion and exhibit high potential for innovative scholarly research and outstanding teaching contributions in support of the School's various public and private programs.

from EQUIS, the accreditation arm of the European Foundation for Management Development (EFMD), and the UK-based Association of MBAs.

LOCATION: With 12,500 undergraduate students and 2,500 graduate students, Queen's University is one of the oldest and most prestigious research-based doctoral granting universities in Canada. Located in the heart of the city of Kingston, a picturesque and historic community of more than 125,000 situated on the shores of Lake Ontario and the St. Lawrence River, Queen's is within a two and a half-hour drive of Toronto, Montreal, and Ottawa, the nation's capital. Queen's is a thirty minute drive from the international bridge linking Ontario with upstate New York and is another ninety minutes from Syracuse.

This is an international search, open to candidates of all nationalities. However, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Queen's University is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. Academic staff members at Queen's University are governed by a Collective Agreement between Queen's University Faculty Association (QUFA) and the University, which is posted at <http://www.queensu.ca/qufa>. The appointments are subject to budgetary approval.

INSTITUTION: Queen's School of Business is one of the world's premier business schools. It has an outstanding reputation for innovation and a rich tradition of research excellence. Our MSc and PhD programs in Management attract highly qualified research-oriented students. We currently have eleven accounting MSc and PhD students in residence. Our flagship undergraduate Commerce program has the highest entrance standards in Canada with a growing cohort of accounting majors. Queen's has also gained international recognition for its MBA and open-enrolment executive education programs. Queen's full-time MBA has been ranked #1 among international (non-US) business schools by BusinessWeek magazine since 2004. The magazine also ranks Queen's Executive MBA #1 in Canada and #10 in the world. Queen's has received unconditional accreditation for all programs by AACSB (the Association to Advance Collegiate Schools of Business).

The effective date of this appointment is July 1st, 2010, but is flexible. Please submit a cover letter, current CV, references and a research sample, electronically to: deansoffice@business.queensu.ca.

Dr. Brent Gallupe
 Associate Dean, Faculty – Queen's School of Business
 143 Union Street, Room 346 – Goodes Hall
 Kingston, Ontario K7L 3N6

For additional information please contact either:

DAN THORNTON
dthornton@business.queensu.ca

MIKE WELKER
mwelker@business.queensu.ca

www.business.queensu.ca



Director, Faculty Development Program

The Division invites applications for Director, Faculty Development. This full-time position at the level of Assistant/Associate Professor is effective as soon as possible, subject to budgetary approval. The initial term is 3-years with the possibility of renewal. Joint appointments with other departments within the Faculty of Medicine will be considered as appropriate.

The Division of Medical Education in the Faculty of Medicine at Dalhousie University supports the continuum of medical education including undergraduate, postgraduate and continuing medical education. The Division undertakes and fosters research and development in medical education with a particular emphasis in Faculty Development, Communication Skills, Medical Humanities, Medical Informatics, and Health and Medical Education Research.

Recent evolutions in the Canadian medical education system such as the availability of new teaching and learning technologies, the need for inter-professional and distributed medical education and the demographic and cultural changes in today's learners have heightened the importance of faculty development in Canada's medical schools. The restructuring of teaching and evaluation processes, which was triggered by adopting the formats of the CanMeds roles and the Four Principles of Family Medicine, also contributed to recognizing faculty development as a priority.

The Director will be expected to make a strong contribution to the mission statement of the Faculty of Medicine and of the Division of Medical Education in the areas of faculty development, teaching, research, curriculum development and administration. Across the continuum of medical education, the Director will oversee, develop, provide, revise and research Faculty Development programs that provide faculty with skills, knowledge and attitudes that support education of international students, interprofessional medical education, distributed medical education, social accountability of medical education, professionalism, ongoing curriculum renewal and innovation, and other high priority areas identified by faculty, residents, the Dean and/or Head, Division of Medical Education. He/she will contribute to provincial, national and international projects and teams, and work with national and provincial organizations.

The Director will oversee staff to meet the goals of the Faculty Development Program, including staff located at distance sites (e.g. Saint John, NB). Consultation and collaboration with faculty development personnel in regional hospitals and clinical departments will provide increased exposure and relevance to the programs offered by the DME Faculty Development Program. The Director will develop programs that support a variety of local communities, therefore consultations with distant sites will be of great importance.

Qualifications include a PhD in a relevant field or an MD with a Masters in Education or equivalent, proven leadership skills, and demonstrated expertise in the area of Medical/Humanities Education. The successful candidate will have the ability to conduct research and publish in medical education (Faculty Development).

Application Deadline: March 30, 2010

Applicants must send their letter of application, curriculum vitae, teaching dossier or record of teaching effectiveness with statement of teaching and research interests, and 3-4 writing samples reprints. Applicants must arrange to have three (3) letters of reference (two of these letters must be academic) sent under separate cover directly to:

Dr. Joan Evans, Chair, Search Committee
 c/o Roxie Pelham, Administrator
 Division of Medical Education, Faculty of Medicine
 Dalhousie University
 5849 University Avenue
 Halifax, NS B3H 4H7

The historic city of Halifax occupies an unsurpassed natural setting on the Atlantic coast and is the academic, cultural and economic centre of Atlantic Canada. Located in the heart of Halifax and established in 1818, Dalhousie University is one of Canada's top comprehensive research and teaching universities. With an enrollment of 16,000 students in 12 faculties, and 3500 faculty and staff, Dalhousie is a research intensive doctoral/medical university offering a broad range of undergraduate and professional degrees.

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified aboriginal people, persons with a disability, racially visible persons and women.

Two-for-One Deal

Recruit from two audience pools at once. Job ads with the CAUT Bulletin not only appear in the Career section of the newspaper but also go online for 30 days at AcademicWork.ca. To place a career ad that will appear in print and online, call our advertising department at (613) 820-2270 or e-mail ads@caut.ca.

2
 POUR
 FOR

Deux pour un

Diffusez simultanément vos offres d'emploi dans deux médias différents. Les annonces publiées dans le Bulletin de l'ACPPU paraissent non seulement dans la section des carrières mais aussi en ligne sur le site travailacademique.ca pendant 30 jours. Pour insérer une annonce de carrière imprimée et en ligne, veuillez communiquer avec notre service de la publicité par téléphone (613-820-2270) ou par courriel (ads@caut.ca).

CAUT
 BULLETIN

CAREERS CARRIÈRES



UNIVERSITY OF SASKATCHEWAN

DEAN, COLLEGE OF ARTS AND SCIENCE

Located on one of Canada's most beautiful campuses, the University of Saskatchewan is internationally recognized for its contributions to teaching, scholarship, research, and innovation. An institution on the move, with a growing reputation and high aspirations, the U of S is poised to become one of the country's pre-eminent research-intensive universities. The academic community comprises more than 18,500 undergraduate and graduate students, 1,100 faculty, and 6,400 staff and its 17 colleges and schools offer an array of discipline-based, inter-disciplinary, and professional programs.

Established in 1908, the College of Arts and Science presents a dynamic mix of teaching and research across the full range of the humanities, fine arts, sciences, and social sciences. With nearly 8,000 students the College is the largest at the University of Saskatchewan and is comprised of 22 departments, 4 affiliated programs and 17 interdisciplinary programs, taught by more than 300 faculty members.

Reporting to the Provost and assisted by three vice-deans and other members of the college leadership team, the Dean of the College of Arts & Science will provide leadership to a College distinguished in scholarship and teaching at both the undergraduate and graduate levels. The dean will have the ability to balance fairly the demands of a multi-divisional College and also to capitalize on opportunities for synergy and collaboration across campus and externally. S/he will possess both a strong record of research and scholarly achievement as well as progressive and relevant experience in administration. This exciting role demands superb interpersonal and communication skills, and sound judgment to lead the continuing development of the academic programs, research, and creative life within the College.

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Saskatchewan is committed to Employment Equity. Members of designated groups (women, Aboriginal peoples, people with disabilities and visible minorities) are encouraged to apply.

To learn more about this exciting opportunity, call Maureen MacLean or Maureen Geldart at The Geldart Group: (604) 926-0005 or forward your application package (current CV, letter of application and reference list) in confidence to info@thegeldartgroup.com.

THE GELDART GROUP

Executive Search & Leadership Consulting



Vice-Provost and Dean of Students

The University of Alberta, a comprehensive research university of 37,000 students in western Canada, seeks a dynamic, accomplished administrator to serve as Vice-Provost and Dean of Students. The successful candidate will be passionate about building student engagement, advocating for all students, and enhancing the student experience. S/he must have a demonstrated commitment to excellence in teaching and research, a strong record of scholarship and research, and proven leadership and administrative abilities. S/he must have experience in student affairs at the post-secondary level and/or a thorough understanding of the student experience and the support and services that promote a successful student experience.

The Vice-Provost and Dean of Students is responsible for the strategy, oversight and management of the Office of the Dean of Students and 17 University Student Services units. S/he will view Student Services as a single integrated organization whose goal is to remove barriers to students' success and to enhance their level of engagement. Given the complexity and range of activities, the Vice-Provost and Dean must be an excellent administrator and manager of human and fiscal resources. Experience in or demonstrated understanding of fundraising and external relations is required as a significant amount of Student Services' budget comes from donations and other outside sources. Candidates must have an earned PhD or other terminal degree.

The University of Alberta is one of the top 100 public teaching and research universities in the world, with more than 14,000 faculty and staff. Founded more than a century ago, the University has an annual budget in excess of \$1.3 billion and attracts well over \$400 million in external research funding. The University is located in Edmonton, a vibrant, friendly city of a million people, offering a rich cultural and recreational life. The largest of five campuses is located adjacent to the spectacular North Saskatchewan River Valley and is less than a 4-hour drive from the Rockies.

The committee will begin considering candidates in February 2010. Applications should include a letter of interest, curriculum vitae and three references. For more information, please see Competition No. A103110361 at www.careers.ualberta.ca. Contact Elizabeth Hurley or Anurag Shourie at 780-420-9900 with questions on this opportunity. Nominations, applications, or expressions of interest may be submitted in confidence to:

Davies Park Executive Search Consultants
1505, Scotia 2
10060 Jasper Avenue
Edmonton, Alberta, Canada T5J 3R8
Email: careers@daviespark.com
Fax: (780) 426-2936

Davies
Park
Executive Search Consultants

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

P

■ PHARMACY (COMMUNITY HOSPITAL) ANTI-MICROBIAL STEWARDSHIP — University of Waterloo

The School of Pharmacy, University of Waterloo, has created a unique pharmacy program that emphasizes innovative academic excellence while embracing practical "real world" experience. This convergence attracts collaborative, entrepreneurial partnerships in education, research, and patient care. To illustrate, we are announcing collaboration with front line partners to create positions whose focus will be to confront community based health care issues. Research in these settings is needed with an outcome that targets broad applicability. We are looking for a creative, enthusiastic and forward-thinking faculty member, who shares this vision, to join our ground-breaking academic team. The University of Waterloo has ranked as an institution in Canada that develops the "most innovative and most likely to produce leaders of tomorrow". It is also well known for attracting entrepreneurial, dynamic faculty. Living in Kitchener/Waterloo, one of Canada's fastest growing communities, means that you are likely to commute less than 30 minutes to work, enjoy the best of vibrant city life and scenic country charm, interact with employees from entrepreneurial companies such as RIM, the maker of BlackBerry, and Open Text, and benefit from diverse ethnic and cultural activities and thriving creative clusters. This is the community where unprecedented investment established the School of Pharmacy. Additional information on the School of Pharmacy is available at www.pharmacy.uwaterloo.ca. Our two local community hospitals, Grand River and St. Mary's Hospital, are partnering with us to create a clinical/research Infectious Disease (ID) position. They provide 1) an excellent community based clinical site with patients and health issues that have been underrepresented in antimicrobial stewardship research, 2) an Infectious Disease team eager to collaborate, and 3) a unique research funding model that would see a portion of cost savings, realized in the program, reserved for infectious disease research. This individual will be an integral member of the antimicrobial stewardship team, being a key player in establishing initiatives that foster improved antimicrobial use, lower antimicrobial resistance, increased patient safety and cost-savings across both hospitals. This individual will work collaboratively with the infection control team to establish guidelines that ensure appropriate antimicrobial therapy, participate in education of hospital staff, and establish an antimicrobial and drug surveillance reporting program. Research opportunities exist in many areas including evaluation of antimicrobial management strategies, pharmacy practices based research, local and regional antimicrobial resistance patterns, etc. In collaboration with other microbiology faculty, this individual will participate in the infectious disease component of our School of Pharmacy curriculum; our educational plan uniquely combines medical microbiology, public health, emergency preparedness and infectious disease pharmacology and therapeutics. We are seeking candidates who offer exceptional communication and teaching skills, creative/innovative scholarship, and strong practice experience. Rank and salary will be commensurate with qualifications and experience. Applicants must hold either a PharmD or PhD degree. Candidates must have post-doctoral experience or exemplary practice-based clinical experience. Candidates will be expected to establish a successful externally funded scholarship program. In addition to the pursuit of scholarly activity through research and practice innovation, duties will include teaching at the undergraduate and graduate levels, and supervision of students seeking advanced degrees or training in advanced education to pharmacists/waterloo.ca. 2) curriculum vitae, 3) the names of at least three individuals willing to furnish letters of reference, 4) a one-page statement regarding teaching philosophy, and 5) a outline (1-2 pages) of the proposed scholarly activity. Please submit your completed application to pharmacy@uwaterloo.ca. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Assistance with immigration will be provided. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ PHARMACY (RURAL PRIMARY CARE) — University of Waterloo. The School of Pharmacy, University of Waterloo, has created a unique pharmacy program that emphasizes innovative academic excellence while embracing practical "real world" experience. This convergence attracts collaborative, entrepreneurial partnerships in education, research, and patient care. To illustrate, we are announcing collaboration with front line partners to create positions whose focus will be to confront community based health care issues. Research in these settings is needed with an outcome that targets broad applicability. We are looking for a creative, enthusiastic and forward-thinking faculty member, who shares this vision, to join our ground-breaking academic team. The University of Waterloo has ranked as an institution in Canada that develops the "most innovative and most likely to produce leaders of tomorrow". It is also well known for attracting entrepreneurial, dynamic faculty. Living in Kitchener/Waterloo, one of Canada's fastest growing communities, means that you are likely to commute less than 30 minutes to work, enjoy the best of vibrant city life and scenic country charm, interact with employees from entrepreneurial companies such as RIM, the maker of BlackBerry, and Open Text, and benefit from diverse ethnic and cultural activities and thriving creative clusters. This is the community where unprecedented investment established the School of Pharmacy. Additional information on the School of Pharmacy is available at www.pharmacy.uwaterloo.ca. Gateway Rural Health Re-



FAST & EASY
SUBMIT ADS VIA EMAIL
ADS@CAUT.CA



Department of Civil Engineering
University of Toronto

Assistant Professor in Civil Engineering (Tenure Stream) Structural Engineering

The Department of Civil Engineering at the University of Toronto invites applications for a tenure stream position at the Assistant Professor level. The appointment to this position will be made July 1, 2010, or as soon as possible thereafter. Candidates are sought with a strong research background in structural engineering with a focus on the emerging area of pseudodynamic testing and servo-hydraulic systems for simulating extreme loading conditions on structures. Candidates for this position should display a strong research background on the integration of large-scale servo-hydraulic testing systems with advanced computer models and demonstrate potential for making use of the state-of-the-art actuating and sensing equipment that has been acquired in the new Structural Testing Facility as part of the \$8M (CFOR) upgrade that was recently completed.

The Department of Civil Engineering at the University of Toronto is committed to excellence in teaching and interdisciplinary research at the leading edge with strength in both experimental and modeling research. Evidence of excellence in teaching and research is necessary. Candidates should hold a doctoral degree in structural engineering or its equivalent and be eligible for registration as a Professional Engineer in Ontario. The successful applicant is expected to have excellent communication skills, be able to supervise graduate students, and teach undergraduate and graduate courses in Civil Engineering. Salary will be commensurate with qualifications and experience.

All interested parties are encouraged to apply on-line at <http://www.jobs.utoronto.ca/faculty.htm>. If you are unable to apply online, please send your application to Professor Brenda McCabe, Chair, Department of Civil Engineering, University of Toronto, 35 St. George Street, Room GB107, Toronto, Ontario, M5S 1A4. Application should include a detailed curriculum vitae (including publications and evidence of capacity and impact), a description of research, teaching and professional interests, and a list of at least four professional and character references. The closing date for receipt of applications is March 5, 2010.

The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

CAREERS CARRIÈRES

search Institute located in Sault Ste. Marie, Ontario (approximately one hour west of Kitchener/Waterloo) is creating a centre to research healthcare issues in rural populations, the first community-based rural research centre in Canada. Two of its major drivers are that most healthcare-related research conducted in Canada is performed in hospitals on test populations located close to large urban medical centres, and studies show a higher prevalence for a number of medical conditions and probably for medical conditions in rural areas. Seeing the pharmacist as a critical member of the health care team and research team, the centre is planning to create a rural primary care faculty position. Gateway provides an interdisciplinary primary care site that links with local hospitals, long term care facilities and a Community Care Access Centre, and is strategically placed for the development of ambulatory pharmacy initiatives and practice research. Depending on the individual's expertise, an array of opportunities exist for teaching in many primary care areas within our integrated patient focused care course series. This individual would have a strong role in guiding our curriculum development and teaching to produce graduates who can participate in this expanding scope of pharmacy practice here in Ontario. We are searching for candidates who offer exceptional communication and teaching skills, creative/innovative scholarship, and strong practice experience. Rank and salary will be commensurate with qualifications and experience. Applicants must hold either a PharmD or PhD degree. Candidates must have post-doctoral experience or exemplary practice-based clinical experience. Candidates will be expected to establish a successful externally funded research program. In addition to the pursuit of scholarly activity through research and practice innovation, duties will include teaching at the undergraduate and graduate levels and supervision of students seeking advanced degrees or training in advanced clinical practice. Applications should include: 1) curriculum vitae, 2) the names of at least three individuals willing to furnish letters of reference, 3) a one-page statement explaining teaching philosophy, and 4) an outline (1-2 pages) of the proposed scholarly activities. Please submit your completed application to pharmjob@waterloo.ca. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Assistance with immigration will be provided. The University of Waterloo is an equal opportunity employer. The University of Waterloo is creating a new School of Pharmacy, focused on basic and applied discoveries that advance the cause of human health. We invite applications for tenure-track or tenured faculty positions at the Assistant, Associate and Full Professor levels in the Pharmaceutical Sciences. We are seeking candidates who offer exceptional communication skills, creative/innovative scholarship and research strengths in fields including pharmaceutical engineering/pharmacokinetics, pharmaceutical nanotechnology, pharmacology, pharmacokinetics, immunology, and informatics (pharmaceutical and medical). The School of Pharmacy, the first to be established in Canada in over 20 years, offers a rare opportunity to share in the development of a new institution. As part of the world-renowned, entrepreneurial University of Waterloo (UW), the school embraces integration at all levels – theory with practice, pharmacy with medicine, and academia with real-world experience. The institution's culture promotes discovery and innovation, encouraging bold steps and breakthrough developments. Having opened its doors, the School will ultimately be home to 400 undergraduate students, approximately 70 graduate students and 30 faculty members, forming the anchor of a brand-new Health Sciences Campus in downtown Kitchener. This exciting development builds on an unprecedented investment by local residents, creating a welcoming community for both scholars and students. Additional information on the School of Pharmacy is available at www.pharmacy.uwaterloo.ca. Opportunities for collaboration exist with scientists in the Faculties of Mathematics, Engineering and Science, including UW's new Nanotechnology and Quantum computing programs, and the Waterloo Institute for Health Informatics Research. Researchers at the University of Waterloo benefit from the very generous intellectual property policy of the university, which vests the rights with the inventor. Rank and salary will be commensurate with qualifications and experience. Applicants must have a PhD and post-doctoral experience. Candidates at all levels of experience are encouraged to apply. Tangible familiarity with transdisciplinary research will be an important attribute. Candidates will be expected to establish a successful externally funded research program. Duties will also include teaching at the undergraduate and graduate levels, and graduate student supervision. Applications should include: 1) curriculum vitae, 2) the names of at least three individuals willing to furnish a letter of reference, 3) a one-page statement of teaching philosophy, 4) an outline (1-2 pages) of the proposed research program, and 5) a concise statement regarding experience in transdisciplinary research. Please direct complete applications via email to pharmjob@waterloo.ca. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

PHARMACY PHARMACEUTICS – University of Waterloo. The University of Waterloo is creating a new School of Pharmacy, focused on basic and applied discoveries that advance the cause of human health. We invite applications for tenure-track or tenured faculty positions at the Assistant, Associate and Full Professor levels in the Pharmaceutical Sciences. We are seeking candidates who offer exceptional communication skills, creative/innovative scholarship and research strengths in fields including pharmaceutical engineering/pharmacokinetics, pharmaceutical nanotechnology, pharmacology, pharmacokinetics, immunology, and informatics (pharmaceutical and medical). The School of Pharmacy, the first to be established in Canada in over 20 years, offers a rare opportunity to share in the development of a new institution. As part of the world-renowned, entrepreneurial University of Waterloo (UW), the school embraces integration at all levels – theory with practice, pharmacy with medicine, and academia with real-world experience. The institution's culture promotes discovery and innovation, encouraging bold steps and breakthrough developments. Having opened its doors, the School will ultimately be home to 400 undergraduate students, approximately 70 graduate students and 30 faculty members, forming the anchor of a brand-new Health Sciences Campus in downtown Kitchener. This exciting development builds on an unprecedented investment by local residents, creating a welcoming community for both scholars and students. Additional information on the School of Pharmacy is available at www.pharmacy.uwaterloo.ca. Opportunities for collaboration exist with scientists in the Faculties of Mathematics, Engineering and Science, including UW's new Nanotechnology and Quantum computing programs, and the Waterloo Institute for Health Informatics Research. Researchers at the University of Waterloo benefit from the very generous intellectual property policy of the university, which vests the rights with the inventor. Rank and salary will be commensurate with qualifications and experience. Applicants must have a PhD and post-doctoral experience. Candidates at all levels of experience are encouraged to apply. Tangible familiarity with transdisciplinary research will be an important attribute. Candidates will be expected to establish a successful externally funded research program. Duties will also include teaching at the undergraduate and graduate levels, and graduate student supervision. Applications should include: 1) curriculum vitae, 2) the names of at least three individuals willing to furnish a letter of reference, 3) a one-page statement of teaching philosophy, 4) an outline (1-2 pages) of the proposed research program, and 5) a concise statement regarding experience in transdisciplinary research. Please direct complete applications via email to pharmjob@waterloo.ca. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

POLITICAL & CANADIAN STUDIES – Mount Saint Vincent University. Situated overlooking the picturesque Halifax Harbour in Nova Scotia, Mount Saint Vincent University is recognized as a leader in flexible education, applied research, and a personalized approach to education. The Mount strives to be a national leader in creating the best university experience for all members of our community and in developing thoughtful, engaged citizens who make a positive impact on their world. The Department of Political and Canadian Studies invites applications for a probationary appointment at the rank of Assistant Professor in the area of Canadian Studies located within the Department of Political and Canadian Studies.

The successful candidate should possess a doctoral degree in Canadian Studies, Political Science or Public Policy. Preference will be given to candidates who have a strong background in political studies and the ability to teach courses on contemporary issues in Canadian society. The successful candidate will be expected to teach the core undergraduate courses in Canadian Studies and to fulfill related administrative responsibilities, including as academic adviser to the students in the program. Workload includes research, teaching and collegial service. Salary and benefits are in accordance with the Collective Agreement with the Faculty Association. All positions are subject to final budgetary approval. Applications for three references should be submitted to: Dr. Michael MacMillan, Department Chair, by email at michael.macmillan@msvu.ca or by mail to Mount Saint Vincent University, 166 Bedford Highway, Halifax, NS B3M 2J6. The Department will begin reviewing applications on 1 March, 2010. All positions remain open until filled. The expected start date is 1 July, 2010. Mount Saint Vincent University is committed to the principles of employment equity and encourages applications from all qualified candidates including women, aboriginal people, visible minorities and persons with disabilities. All qualified applicants are encouraged to apply; however, priority will be given to Canadians and permanent residents. For more information, please visit our website at www.msvu.ca.

PSYCHOLOGY – Huron University College. The Department of Psychology at Huron University College, an undergraduate liberal arts college affiliated with the University of Western Ontario, invites applications for an eight-month sabbatical replacement session commencing 1 July, 2010. The appointment will commence 1 September 2010. All applications will be considered, with preference given to those with an established background in cognitive development. The teaching duties (three full courses) include a full share in a team-taught course in introductory psychology that involves offering one-quarter of the lectures to two sections and leading three one-hour laboratory sections, a second-year full course with a research component in developmental psychology, a half course at the third-year level in some aspect of developmental psychology, and undergraduate thesis supervision. Candidates should have a completed PhD and evidence of excellence in undergraduate teaching. Applicants should send curriculum vitae, teaching evaluations, and three letters of reference to: Dr. Mark E. Cole, Chair, Department of Psychology, Huron University College, 1349 West Street, London, Ontario, Canada, N6G 1H3. Closing date for applications is February 15, 2010, or when the position is filled. All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority. Huron University College is committed to the highest standards of equity and encourages applications from qualified women and members of minorities, aboriginal peoples, and persons with disabilities. Huron values its place in an inter-connected world and desires to create a diverse and equitable employment and educational environment that recognizes the inherent worth and dignity of every person.

SOCIAL INNOVATION – University of Waterloo. The University of Waterloo's new initiative in Social Innovation generation is seeking one new tenure track faculty member (level open) to start September 2010. Social Innovation Generation (www.sogeneration.ca) is a new initiative funded by the J.W. McConnell Family Foundation that is designed to build knowledge and expertise on the dynamics of successful social innovation, including the role of social and institutional entrepreneurs, government policy and social finance. SIG at Waterloo is the think tank associated with a Canada wide initiative to support and build capacity for social innovation in this country. The right candidate will have a PhD in Business/Management, Entrepreneurship, Leadership, Economics, System Design, Social Policy or Applied Social Science and a strong research background, with particular emphasis on innovation in core systems. Other related research areas might include innovation management, institutional entrepreneurship, transformational leadership, strategy process (as it relates to innovation), organizational design, organizational behaviour, collaborative management, resilience in complex systems or whole system change. The ideal candidates will be interested in being part of problem solving teams, comfortable working in an interdisciplinary research and teaching context and interested in supporting applied projects. Particular evidence of interest in knowledge application and willingness to be involved in change initiatives nationally and in the community will also be valued. The new faculty member will work with the J.W. McConnell Chair in Social Innovation, a team of six graduate students and other associated and full time faculty. He or she will collaborate with researchers on campus in such interdisciplinary centres as the Centre for Science, Technology and Society, Centre for Sustainability in Business, Centre for Knowledge Integration and the Centre for International Governance Innovation. He or she will help to launch a new graduate and undergraduate curriculum in social innovation and transformational leadership at the University of Waterloo. The position is associated with Social Innovation Generation and with the Communication, Leadership and Social Innovation group in the Faculty of Arts. However we welcome cross-department or cross-faculty appointments and the successful candidate will be encouraged to locate part of their position in another department or centre if they so desire. Applications will be considered until the position is filled. Send a letter of application stating the nature of your interest in this position, your curriculum vitae and three letters of reference to: Professor Frances Westly, Social Innovation Generation, University of Waterloo, 195 King Street, Suite 202, Kitchener, Ontario, N3G 1B1, Canada, or email your full application to mbm@uwaterloo.ca, with the subject line SIG Faculty Position. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

U.S. STEEL CANADA ENDOWED POSITION IN SUSTAINABLE STEEL PRODUCTION AT MCMASTER UNIVERSITY
The Department of Materials Science and Engineering at McMaster University is seeking qualified applicants for a tenure-track US Steel Canada Endowed Position. The position may be filled at the Assistant, Associate or Full Professor rank, depending on the experience of the candidate. The successful applicant at the Associate or Full Professor rank will be an outstanding researcher with demonstrated expertise in sustainability issues related to primary production of steel, which will involve a strong background in process metallurgy, recycling and energy issues. The position at these ranks will be the U.S. Steel Canada Chair in Sustainable Steel Production. The successful applicant at the Assistant Professor rank will demonstrate outstanding potential in the same research area. The position is associated with the McMaster Steel Research Centre that has attracted strong industrial interest and funding. The McMaster Steel Research Centre is part of a network of research institutes that provide stimulating interdisciplinary research opportunities, including the General Motors Canada Centre for Automotive Materials and Corrosion, the McMaster Manufacturing Research Institute, and the Brockhouse Institute for Materials Research. The successful candidate will be expected to develop strong research activities that will attract external research funding, supervise graduate students and teach both undergraduate and graduate courses. Applicants must have a Ph.D. in Materials Engineering or a closely related discipline. Registration or eligibility for registration, by the Professional Engineers of Ontario will be considered an asset.

be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

VISUAL ARTS – University of Western Ontario. Nominations and applications are invited for the position of Chair of the Department of Visual Arts at the University of Western Ontario, a tenureable appointment at the rank of Associate Professor or Professor, effective July 1, 2010, for a five-year term (negotiable, renewable). The successful candidate will have demonstrated administrative and fundraising expertise to lead a dynamic cohort of faculty and sustain the department's excellence in the development and delivery of integrated programming and research. The demonstrated ability to work collegially and knowledgeably across the department's diverse disciplines between art history, studio practice, and museum/cultural studies will be matched by the candidate's track record in teaching and research in one or more of these areas, particularly to support the unique and rapidly growing PhD program in Art and Visual Culture. The capacity to mentor new faculty members and the willingness to work collaboratively with other departments in Arts and Humanities are also important considerations. For information about the department, please visit www.uwo.ca/visualarts/. Nominations and applications should be sent to: Chair of the Selection Committee for the Department of Visual Arts, Donna Penney, Dean, Faculty of Arts and Humanities, University College, Room L12, The University of Western Ontario, London, ON, N6A 3K7. The committee will commence review of nominations and applications after February 15, 2010 and continue until the position is filled. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply. Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

ACCOMMODATIONS
PUERTO RICO – Writer 2009/2010. Academic has condo to share in Rincon, Puerto Rico, Tennis, pool, beach, WiFi, jenny @uprn.edu.



UNIVERSITY OF SASKATCHEWAN

DEAN, EDWARDS SCHOOL OF BUSINESS

Located on one of Canada's most beautiful campuses, the University of Saskatchewan is internationally recognized for its contributions to teaching, scholarship, research, and innovation. An institution on the move, with a growing reputation and high aspirations, the U of S is poised to become one of the country's pre-eminent research-intensive universities. The academic community comprises more than 18,500 undergraduate and graduate students, 1,100 faculty, and 6,400 staff and its 17 colleges and schools offer an array of discipline-based, inter-disciplinary, and professional programs.

Proud of a 95-year history and optimistic about its future, the newly named N. Murray Edwards School of Business is dedicated to developing tomorrow's leaders, managers, and professionals through teaching, research, and service. The School currently offers degrees at the undergraduate level (Bachelor of Commerce) and through several graduate programs (Master of Science in Finance, Master of Professional Accounting, Master of Business Administration).

Reporting to the Provost, the Dean of the Edwards School of Business will have a record of successful leadership and building on new opportunities. S/he will have a passion for excellence in research and teaching as well as a highly developed understanding of business and innovation. The ability to advocate for the School both internally and externally to the business community is critical. The new Dean will have excellent interpersonal skills and will excite and engage faculty, staff, students and external communities in the continuing growth of the Edwards School of Business and its emergence as a leading business school in Canada.

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Saskatchewan is committed to Employment Equity. Members of designated groups (women, Aboriginal peoples, people with disabilities and visible minorities) are encouraged to apply.

To learn more about this exciting opportunity, call Alex Verdecchia or Maureen Geldart at The Geldart Group: (604) 926-0005 or forward your application package (current CV, letter of application and reference list) in confidence to info@thegeldartgroup.com.



THE GELDART GROUP
Executive Search & Leadership Consulting

Epson
Brighter
FUTURES™
reliability. support. savings.

high-definition
high-bright images
big venues



Introducing the PowerLite® Pro Z8000

FIRST...

High-Definition, High-Bright
WUXGA, 3LCD Projector

BEST...

for Large Venues, Auditoriums
and Performance Spaces

ONLY...

from Epson, the Number One
Selling Projector Brand Worldwide

- 6,000 lumens colour, 6,000 lumens white light output*
- WUXGA (1,920 x 1,200) resolution goes beyond Hi-Def
- 5,000:1 contrast ratio
- Dual-lamp projector with 6 optional lenses
- Off-axis installation capabilities
- Powered lens control including focus, zoom and lens shift
- Incredible colour with C²Fine® and Cinema Filter technologies

Get the whole picture!

epsonbrighterfutures.ca
888.429.3725

Better Products for a Better Future™

*Light output varies depending on modes (colour light output and white light output). White light output measured using the ISO 21118 standard.

Epson and C²Fine are registered trademarks, Epson Exceed Your Vision is a registered logomark, and Better Products for a Better Future is a trademark of Seiko Epson Corporation. Brighter Futures and PowerLite are registered trademarks of Epson America, Inc. All other product and brand names are trademarks and/or registered trademarks of their respective companies. Epson disclaims any and all rights in these marks. Copyright 2010 Epson Canada, Limited. Product specifications are subject to change without notice.

EPSON
EXCEED YOUR VISION